Local Government Service

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WHAT WE HAVE DONE; WHAT WE WILL DO; WHAT WE CAN OFFER

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THE first of November inaugurates a new branch year. During the next few weeks branches will be holding their annual meetings to review the work of the year that is past, and to make arrangements for the conduct of their business for another year.

All the indications are that the coming year will bring great responsibilities, and it is my desire to make a direct appeal to every individual member of our Association. As with the nation, so with our great organisation. In times of great emergency it is the duty of every individual to work for the commonweal and to give of his very best in the interests of the general community. It goes without saying that the success of our Association depends very largely upon the vitality of its branches, and my appeal is that every member of Nalgo will consider it his bounden duty to attend the annual meeting of his branch and contribute his quota to the furtherance of the branch interests. In the election of the officers, see that only those are elected who have proved their special fitness and who are prepared to sacrifice themselves in the common interest; and, not least of all, that when elected they may be assured of your fullest co-operation and support. If you know yourself to be possessed of exceptional talent, place it at the disposal of your fellow officers and accept my assurance that you will never regret it. Nothing will bring you greater happiness than voluntary service for the betterment of your fellow men. The experience you will gain will make the sacrifice well worth while.

THE VOLUNTARY WORK

Nobody realises more than myself the magnificent work which has been done for the Association by its voluntary officers in the branches and districts, and I never tire of paying tribute to their self-sacrificing labours. May they continue to give of the best for many years to come, and feel revitalised and encouraged by the support of those in whose cause they are labouring. Only the best will be good enough for N.A.L.G.O. next year. The branches will be called upon to conduct very delicate and important negotiations with their local authorities and great ability and diplomacy will be necessary.

To the ordinary members may I say that they have one definite duty imposed upon them, to ensure, by their efforts, that during the coming year their Branch shall have a full one hundred per cent. membership. No officer of a local authority, whether chief or junior, can afford, nor can he justify on any grounds, refusal to join our Association. The advantages obtained as a result of Nalgo's efforts are shared without exception by every Local Government Officer in the country, and every officer, therefore, is under an obligation to the Association which can only be discharged by seeking membership.

ONE ORGANISATION

As all who have been associated with me in N.A.L.G.O. since its inception well know, I have maintained steadfastly that, some day, we should be face to face with an issue which would unmistakably drive home that all local government officers, irrespective of their status or profession, must be welded together into one solid and united organisation to preserve their interests. Surely the force of that contention has been laid bare by the present situation.

Any member of N.A.L.G.O. who believes that his troubles will be over when he has tuned his mind, and adjusted his pocket, to the new conditions which may be forced upon him as a result of the Ministry of Health Circular 1222, will not be facing the real facts of the situation. As I see it, balancing of the Budget and going off the gold standard are only emergency measures forced upon the country by circumstances which are immediately urgent. The real adjustment of our economic position has still to be faced. There cannot be any doubt that what has already been done makes very little contribution to the permanent rehabilitation of the nation's economic and industrial position.

We ought to have realised by now the position occupied by the public officer when a national crisis arises. I say to every member of N.A.L.G.O. that we have yet to experience the full seriousness of a financial situation, the like of which this country has not previously known, and that we shall have to rely on our united strength and N.A.L.G.O. organisation more in the immediate future than we have ever done. When this crisis came upon us our Association rose to the occasion as it has always done. There is no reason why it should not emerge, at the end of this trouble, with a higher reputation than ever.

The National Executive Council and the organisation, tuned up to concert pitch, will continue to advise members and to give every possible help. But it is here that I sound a note of warning. Unless the branch executive committees and the individual members give of their best, we shall find success far more difficult to achieve. Chief officers must not prejudice the position by bargaining with committees without consulting the staff; neither must the staff endeavour to evade the issue by trying to shelve their burdens on to other shoulders. We must all work together, otherwise the negotiating strength of N.A.L.G.O. will be seriously imperilled.

THE ANNUAL MEETING

Strength lies in unity and co-operative action is vital now and in the future. I appeal, therefore, to you all—officers, branches and executive committees—to make the existence of N.A.L.G.O. felt in every nook and cranny of the municipal building. At the annual meeting, the clarion call should be sounded, and the fullest possible use made of these big and enthusiastic assemblies for telling the members what N.A.L.G.O. has done, what it will do and what it offers to every local government officer through its various activities.

THANK YOU, MR. ALDERMAN!

(Contributed)

"If I took the responsibility of fighting and stopping the staff getting increases I am prepared to take the responsibility of fighting what I consider to be unjust reductions."

THAT is the ground on which Alderman F. Nicholson, Chairman of the Finance Committee of the Sunderland Corporation, stood when the Council deferred its consideration of salary reductions for three months. It is not often a municipal officer has the satisfaction of hearing such a good case against reductions put up by a member of a Council; and in this instance it is most encouraging, considering that the reduction of salaries is a very popular cry.

Apparently, the recommendations of the Finance Committee attracted a good deal of comment in the Press. One letter suggested that Mr. Nicholson's attitude was the biggest insult the ratepayers have had to put up with for a long time. The writer said: "Since the War these officials have been receiving salaries far in excess of their worth . . . they are non-producers, and cannot even produce civility. . . . If a private business were run on similar lines it would have to put up its shutters." In the Council Chamber Mr. Nicholson called this and similar criticism "a gross insult upon our officials which cannot be justified."

This gallant defence was followed up by a statement which is pregnant with clear understanding. "These officials and employees have certainly not been paid at a rate higher than is paid for similar work for similar business in similar towns, even in inferior towns and districts round us. I also take the point of view that this claim for sacrifice on the part of Corporation officials at present in excess of any sacrifice on the part of other sections of the community cannot logically be justified. It was the need for balancing the Budget which precipitated the Government's economies, but the Corporation was not in that position. The cuts which the Government had imposed resulted in Government savings, but a cut in the wages or salaries of your Corporation employees at the present moment is of no more assistance to the national position than a cut in the wages or salaries of a shop outside in Fawcett Street. If it could be said that the officials were to have their salaries cut and the reduction were to be handed over to the Chancellor of the Exchequer in reduction of national expenses you might have some argument in favour of it; but these reductions would go to the reduction of the rates. Spread over the whole population, the greatest reduction which had been suggested would amount to no more than 2d. in the £ on the rates. That represents ½d. a week on the rent of a house and 16s. 8d. a year on a £100-a-year shop."

The May Economy Committee had reported against singling out public servants and pensions for special sacrifices. "That is my view," said Alderman Nicholson, "and it is the view which was agreed to by the Finance Committee. There are only twenty-four officials receiving more than £450 a year, and of the balance of the number half of them received less than £250 a year. Which of these men are to be singled out for this remarkable suggestion that they should make a voluntary cut, not to help the national position, but to assist the poor local ratepayer? If there were to be a general reduction of salaries and wages throughout all classes, then there would be no question that the Corporation employees would accept that reduction, but in the meantime they paid the same additional taxation as other people. You cannot get equality of sacrifice by taking a cut from a small section of the community," Alderman Nicholson concluded.

The Council passed the recommendation of the Finance Committee, and as Mr. Nicholson said afterwards, "when the Committee reports again in three months' time it will be in a better position to judge."

Both the Government and Local Authorities may some day regret their hasty decisions on "cuts." Municipal officials are taxpayers, and ratepayers who have to live on the same foodstuffs as other folk. When the full incidence of current financial policies has found its way to municipal officials they will realise what their share of the "equality of sacrifice" means, without having to suffer a cut as well. Take the example of a 5 per cent. cut in a salary of £260. The amount is reduced by £13, bringing the total once again within the range of Unemployment and National Health Insurance. If the officer is a married man with one child, the net effect of the "cut" is not 5 per cent., but 6.97 per cent. The following is an example: Salary, £260; reduction by "cut," £13; income-tax, £1; unemployment insurance, £2 3s. 4d.; health insurance, £1 19s. — £18 2s. 4d. The net salary is therefore £241 17s. 8d.

Before the "cut" and before the increase in income-tax, the officer did not pay insurance or income-tax. Another important factor which must not be overlooked is that the local authority does not save the full 5 per cent. It will have to pay its share of the renewed insurance liabilities; these amount to £4 2s. 4d. per annum; therefore, a 5 per cent. "cut" in the case illustrated means that the ratepayer does not gain £13, but only £8 17s. 8d; and the officer does not only lose £13, but £18 2s. 4d.

The Whitchurch Urban District Council has tackled the question in a businesslike way by a resolution that the officials should exercise the utmost caution and scrutiny when placing orders for materials and stores during the present financial crisis. It also recorded the view that the officials of the Council were making their contribution to the National Finances by way of increased taxation. Savings on administrative work will be the subject of a review by the Council in three months' time.

How many local authorities have thought to put the responsibility upon their expert advisors for effecting real and beneficial economies in administration. That seems to be the common-sense way to do things.

NALGO SUMMER SCHOOL

[*Before the Oxford Summer School in July last the Cardiff Branch of N.A.L.G.O. decided to pay the expenses of one of its number desirous of attending the school. These special facilities were to be given to the member of the branch writing the best essay on the work of the Nalgo Summer School. We reproduce the winning essay by "Zoril."—Ed. L.G.S.*]

TO the keen, young officer in the local government service the Nalgo Summer Schools help to satisfy a long-felt desire for that wider outlook and knowledge of local government as a whole, which is essential if ambitions are to be realised but is most difficult to obtain in one's daily work. Ordinarily the idea of devoting one's annual vacation to the study of subjects relating to one's own profession does not appear at all attractive. When, however, the pill of knowledge is so skilfully coated with pleasure as it is at the Nalgo Summer School most officers interested in local government would think twice before letting slip such an opportunity in favour of a fortnight at a favourite seaside resort.

Some of the older officers in the service may feel inclined to ridicule the idea of a Summer School for local government officers in the belief that because they themselves had managed well enough in the past without such things there is no need for them now. The ramifications of local government are, however, much more widespread, and the responsibilities placed on the staffs of local authorities much greater to-day than was the case a generation ago, and every young officer should do everything in his power to equip himself so that when opportunity offers, he may take a greater share in the local administration and contribute his quota to the common stock of knowledge and experience. The facilities available for self-improvement in the service are not so numerous that officers can afford to neglect opportunities as are afforded by the Summer School.

Expert oral instruction in the subjects which concern officers most is seldom within the reach of the junior student. Particularly is this the case with officers serving small authorities and rural councils.

Those officers engaged in the technical branches of the service, i.e., solicitors, engineers, accountants and doctors, receive a specialised training which is not necessarily related to local government administration. To them, but much more so to those officers in the general administrative grades of the service, the educational activities of the Nalgo are important. The non-technical officer may secure a sound administrative training by studying for the examination held by the Nalgo, but the annual Summer School affords all officers an excellent opportunity of studying the more general aspects and of keeping abreast of modern ideas, theories and methods.

The prospect of meeting officers from other districts, authorities and departments, and of hearing their opinions and experiences is very attractive to the young officer. It is also of interest to hear the views of the public as voiced by their elected representatives. For many officers, local government is bounded by the activities of a single local authority and experience confined to the affairs of a single department. The services and activities of even the one authority appear to form such an intricate and involved organisation that it is often difficult to see the wood for the trees. When it is learned that other authorities administer a different combination of services, that the administration of some services is shared in different proportions between the County Council and the District Councils in almost every district, and that the large cities have acquired distinct powers of their own through series of local Acts, the confusion seems to become hopeless. The Summer School course helps the officer to visualise an orderly and co-ordinated system of local government into which he can place the activities of his own authority with which he is familiar.

The relation between the central government and local administration, and between the

(*Continued on page 291*)

NATIONAL EXECUTIVE COUNCIL

REPORT OF PROCEEDINGS OF OCTOBER MEETING

THE meeting of the Executive Council of the National Association of Local Government Officers, was held at headquarters, 24 Abingdon Street, Westminster, S.W., on Saturday, October 17. There were present:

Messrs. A. P. Johnson, in the chair, S. Lord (president), E. W. B. Abbott, A. G. M. Archibald, W. W. Armitage, W. G. Auger, J. T. Baker, H. Begg, A. G. Bolton, J. Chaston, G. W. Coster, F. R. Finch, T. Freeman, J. E. Gee, F. A. Gibbs, F. W. Greenhalgh, A. M. Imrie, G. Llewellyn, W. E. Lloyd (treasurer), F. Marsden, Parker Morris, M. O. McAuliffe, H. S. Newton, A. D. Ogden, A. Pinches, C. A. W. Roberts, E. H. Scarlett, J. W. Singleton, J. H. Stone, W. H. Whinnerah, J. W. Wilkinson, F. J. Willett, Dr. A. Wotherspoon, and Mrs. G. Franks, together with Mr. L. Hill (general secretary), Major Simonds (legal secretary).

The indisposition of Sir Tom Percival was reported to the Executive Council by Mr. Coster, who was requested to convey to Sir Tom the Council's wishes for a speedy recovery.

The Establishment and General Purposes sub-committee, charged with the preparation of a scheme of loans for education facilities, presented a report in accordance with its terms of reference. Consideration of the report was postponed until the next meeting of the National Executive Council.

MR. F. MARSDEN reported that, as representing N.A.L.G.O., he had attended the annual conference of the Sanitary Inspectors' Association held at Bridlington from September 7-12. The Conference desired him to convey to the Association its appreciation of the attendance of a N.A.L.G.O. delegate. Mr. Marsden was thanked for his attendance on the Association's behalf.

BENEVOLENT AND ORPHAN FUND

MR. H. S. NEWTON, as chairman of the Benevolent and Orphan Fund Management Committee, submitted a report of the proceedings of the Committee held at 24 Abingdon Street, on Oct. 16. The impending retirement of Mr. G. Rhodes from the local government service was referred to by the Chairman, and the committee passed a resolution recording its appreciation of the valuable service rendered by Mr. Rhodes to the Manchester Municipal Officers Guild, the North-Western District Committee, and to that committee for his magnificent work on behalf of the B. and O. Fund. MR. RHODES thanked the Committee for its resolution. Messrs. A. Hughes and A. M. Imrie, newly elected members of the committee, were welcomed by the chairman.

A list of residential orphanages recognised by the Board of Education was before the Committee and the chairman was asked to visit selected institutions at Wolverhampton, Watford, Erdington, Wanstead, and Cheadle Hulme, and report thereupon to the committee. Income from all sources for the period January 1 to October 5, 1931, was stated to be £10,300 19s. 5d., compared with £9,868 0s. 7d. for the corresponding period last year. Expenditure was £11,589, 18s. 1d. compared with £8,067 3s. 9d. A sub-committee consisting of the chairman, Mr. M. O. McAuliffe, and Mr. J. Darricotte was appointed to review the question of recipients with no dependants who have capital, and to submit a report to the next meeting of the committee.

The committee was informed that, since the last meeting (July 17) twenty-eight life membership fees had been received, making the total number of 5,652 life members since the inception of the Fund.

The report of the Benevolent and Orphan Fund Committee was approved.

LAW AND PARLIAMENTARY

A report of the proceedings of the Law and Parliamentary Committee, held the previous day was submitted by Mr. PARKER MORRIS. Concerning the accident sustained by Miss Gaukroger, while a delegate at the N.A.L.G.O. Edinburgh Conference, the report stated that the Military Authorities had been communicated with regarding compensation (Miss Gaukroger was knocked down by an Army motor lorry in Edinburgh Castle, during a visit there by Conference-delegates), but liability had not been admitted. The West Riding County Officers' Association had written to the committee suggesting that it might be possible for additional evidence to be obtained, in support of Miss Gaukroger's claim, failing which, the question of reimbursing Miss Gaukroger out of the Association Funds should be considered. That suggestion was now brought before the Executive Council for decision. Having regard to the special circumstances of Miss Gaukroger's case the Executive Council decided to reimburse her to the extent of £28.

At the last meeting of the committee it was reported that a petition had been lodged against the London Passenger Transport Bill on behalf of the Association and the members who would be affected, with the object of obtaining a considerable number of very necessary amendments in the provisions relating to officers. It was further reported that on May 28, the Association's Solicitor and the Legal Secretary had had an interview with Sir Cyril Hurcomb, Permanent Secretary to the Ministry of Transport, when the amendments desired by the Association were gone through, and that whilst he would not commit himself at that stage the Permanent Secretary intimated that the Ministry did not object to most of the proposals.

Subsequently, several very lengthy conferences took place between the representatives of the Ministry on the one side and representatives of N.A.L.G.O., the three large Railway Trade Unions and the Municipal and General Workers' Union on the other side, as the result of which clauses had been agreed which, having regard to the many difficulties to be overcome, were very satisfactory from the point of view of the employees.

The clauses in the Bill relating to the transfer, compensation and superannuation of officers were given in THE LOCAL GOVERNMENT SERVICE for September on pages 241-42.

On October 6, on a motion of the Prime Minister, the House of Commons agreed to suspend further proceedings on the Bill until next Session, when on a motion to be made by a Minister of the Crown proceedings on the Bill may be resumed at the stage which they had reached this Session.

At the last meeting of the Committee it was reported that in determining certain compensation appeals under the Local Government Act, 1929, the Minister of Health had assessed the compensation on the average remuneration received by the officer during his last five years' service, not only in the case of fluctuating emoluments, but also in the case of salary even where the salary had been increased during the five-year period; and, further, that in assessing the compensation the Minister had taken into account the remuneration received by the claimant for an appointment obtained under another Local Authority after the pecuniary loss in consequence of the Act had been sustained, and had awarded compensation on the difference between the average remuneration for the office lost in consequence of the Act and the remuneration for the new appointment, instead of leaving the case to be dealt with in accordance with the provisions of paragraph 14 of the Eighth Schedule to the Act, and it was decided to send a deputation to the Ministry to make representations in regard to the manner in which appeals were being determined on these two points.

On August 4, 1931, the deputation attended at the Ministry. The deputation submitted particulars of several cases, showing how the existing practice of the Minister inflicted hardship on the person claiming compensation, and worked unfairly.

After hearing the deputation the Ministry officials said that the representations made would receive careful consideration, but they held out very little hope that the Minister would depart from the practice of assessing compensation on the average salary and emoluments during the last five years' service.

The decision of the Minister had not yet been communicated to the Association.

Correspondence had taken place between the Association, and the Society of Clerks of the Peace and the County Council's Association, regarding the decision of the Association on the Local Government (Clerks) Bill, and asking those organisations to give support to the Association in the event of it being found possible to introduce a Bill with the object of improving the tenure of office of all officers of local authorities who hold office during the pleasure of the appointing authority. Mr. Hart of the Society of Clerks of the Peace had replied that he was quite sure his Society would support such a Bill, while in a letter to the Association, Mr. Johnson, Secretary of the County Council's Association, said while he could not commit his Association in advance, he did not entertain the slightest doubt "that they will be glad to support a Bill introduced by your Association for the purpose of reversing the Dagenham decision."

It was reported to the Committee that the following Bills in which the Association had been interested had received Royal Assent: Architects (Registration); Ministry of Health Provisional Order Confirmation Lancaster and District Joint Hospital District; Bacup Corporation, Dagenham U.D.C.; Taunton Corporation; Southampton Corporation, West Hartlepool Corporation and Scarborough Corporation. Application had either been made, or was about to be made by the following Urban District Councils for the grant of a Charter of Incorporation; Bilston, Rugby, Scunthorpe, Southgate, Willesden, and Wood Green. In each case the Privy Council and the Urban District Council concerned had been asked to insert in the Incorporation Scheme the Association's latest form of model clauses.

The effect upon Superannuation of reductions in salary on the ground of national economy had been carefully considered.

The Chairman of the Committee (Mr. Parker Morris) and the Legal Secretary, had had an interview at the Ministry of Health, when the position had been fully discussed.

Counsel's opinion on the question had also been obtained and copies of it had been circulated to branches.

The committee adhered to its previous decision to take no action on a letter from the Glamorgan branch expressing the opinion that the National Executive Council should approach the County Council's Association and the Association of Municipal Corporations on the question of obtaining a contribution from the National

Exchequer to the superannuation funds of County Councils and County Borough Councils of a sum equal to the transfer value of transferred officers under the Local Government Act, 1929. The North Cornwall Branch had passed a resolution asking the Association to reintroduce its Bill for the compulsory adoption of superannuation schemes by all local authorities. A reply had been addressed to the branch intimating that the Association would endeavour to secure the reintroduction of the Bill at the first opportunity.

In a local newspaper there had appeared a letter in which officials of the Corporation were referred to as being paid exorbitant wages, as "men who do little or nothing," as employees who are paid "six days' wages for three days' work" and who "go off joy-riding in motor-cars." The local branch applied to the Association for assistance, with the object of obtaining an apology or at least a withdrawal of those statements.

With the authority of the Chairman of the Committee the Association's solicitors, on October 3, 1931, addressed a communication to the publishers of the newspaper asking for a withdrawal, to be given publicity at least equal to that which was given to the statements complained of. On October 6, the Editor of the paper replied to the Association's solicitors as follows:

"I am in receipt of your letter of the 3rd inst., addressed to the Publishers, and I very much regret that the letter in question was published without my having an opportunity of going through it properly, owing to the fact that it was received in a last-minute rush.

"With a life experience of newspaper work and an intimate knowledge of the vast amount of work which Council Officials have to do 'behind the scenes,' I most certainly appreciate the fact that the insinuations contained in the letter are not correct, and I have written a form of apology to that effect which will appear in our next issue.

I am particularly anxious that there should be nothing but good feeling between the Officials of the Town Council and the members of my staff, and, therefore, I would esteem it a favour if you would be good enough to express to the gentlemen concerned my sincere regrets."

A statement of cases for legal advice and assistance dealt with by the legal department, since the last meeting of the committee, was as follows: Compensation for loss of Office or Emoluments, thirty-nine; Conditions of Service of Transferred Officers, twelve; Superannuation, forty-six; General legal questions, thirty.

The report of the Law and Parliamentary Committee was approved.

SERVICE CONDITIONS AND ORGANISATION

Mr. F. Marsden, on behalf of the Service Conditions and Organisation Committee, submitted a report of its proceedings held on Friday, October 16. At the last meeting of the committee, the following resolution was passed: "That in the interpretation of Rule 51 (2) (c) the principle of the co-option of members who have received the highest percentage of votes in relation to the number of voters (instead of votes cast) be adopted and that the general secretary be instructed to redraft this section of the rule for submission to the next meeting of this committee." An amendment to the rule, deleting the word "cast" and the insertion of the words "in relation to the number of persons who voted therefor," was recommended for submission to Conference. The amended rule will thus read: "The additional members (if any) to be appointed shall be the elegible unsuccessful candidates who have received the highest percentage of votes in relation to the number of persons who voted," etc., etc. It was reported that honorary membership of the Association had been extended to Mr. A. F. Kidson.

Approval was given to recommendations of the General Organisation Sub-committee, appointed to consider references from Conference and other matters falling within its scope. After consideration of a report concerning chief officers who are not members of N.A.L.G.O., the Service Conditions and Organisation Committee had authorised the preparation of a special circular to be sent to such officers.

The Nalgo Croyde Bay Holiday Camp Sub-committee, whose report was approved, had informed the Committee that twenty-nine competitive compositions had been received in the competition for a camp song, for which a prize of £5 5s. had been offered, and these had been referred to the chairman and general secretary; that the bookings at the camp for the 1931 season represented approximately 3,400 hut weeks and total receipts £7,300, and that no recommendations had yet been received from members of the National Executive Council in the North-western and North Wales area regarding Boarding Schools near the coast suitable for use as a holiday home.

Conditions of service under the Ossett Town Council had been considered by the Committee and it had been decided to leave the matter to the Yorkshire District Committee and to Headquarters.

The committee recommended the National Executive Council to consider the desirability of giving instructions to the general secretary of action to be taken in cases where appointments were advertised with inadequate salaries and or unsatisfactory conditions, including advice to intending candidates to communicate with Headquarters before making application.

Communications from the Southern and Metropolitan District Committees, advocating the formation of a National Sports Council, were considered. It was decided to circulate to District Committees for their observations, a copy of a resolution and draft scheme prepared by the Metropolitan District Committee.

The report of the Service Conditions and Organisation Committee was approved.

EDUCATION

A report of the Education Committee's proceedings on October 16 was laid before the Executive Council by Mr. E. W. B. Abbott, chairman. Thirty-one of thirty-three applications for exemption from the Association's Preliminary Examination had been granted and two applications for exemption from particular subjects in the Intermediate Examination also. The Education General Sub-committee had received a report that the University of Leeds had set up a Diploma in Public Administration and the sub-committee had congratulated the Yorkshire District Committee on the success attending their negotiations with the university, at the same time expressing the hope that officers in the area would attend the courses provided. The committee had conducted entrance-to-the-service examination for shorthand typists on behalf of the East Ham Corporation. Seventeen candidates had entered. Monmouthsire C.C. had requested the committee to conduct an examination for junior clerical entrants to the service. Statistics showing the present position regarding the Student's Lending Library were presented for the information of the sub-committee, from which it appeared that there had been a total expenditure up to September 24 of £167 15s. 8½d. and an income from fees and the sale of books amounting to £90 4s. 2d.

Having given consideration to the reference from the National Executive relating to the adoption of the common preliminary examination syllabus proposed by the Association of Technical Institutions, the following recommendations had been agreed to:—

(1) That candidates in the revised Nalgo preliminary examination be required to offer a minimum of five subjects, shown as follows: English (including an essay), History or Geography, Elementary Mathematics (Arithmetic, Algebra and Geometry), Language, Science or a commercial subject.
(2) That the standard of the Nalgo preliminary examination should be that for the First School Leaving Certificate.
(3) That the detailed syllabus for each subject should be that recommended by the Association of Technical Institutions, except in the case of Latin, Shorthand, and Bookkeeping, for which no recommendation had been made by that Association. In these cases it is recommended that the syllabus be:—
Latin (the syllabus for the London University Matriculation in that subject), Bookkeeping (the syllabus of the Northern Universities Joint Matriculation Board School Certificate Examination in that subject), Shorthand (seventy words a minute.)
(4) That a language be made compulsory and that the language group contain: Latin, French, German, or Spanish.
(5) That the new syllabus be brought into operation in January, 1933, but that after the examination in May, 1935, the holding of a Preliminary Examination should cease, and that candidates should, in substitution, be asked to produce evidence before proceeding to the Intermediate Examination, that they had passed one of the examinations given in the Board of Education list of approved school certificates.

The sub-committee reported that the Oxford Summer School was held satisfactorily according to plan. The cost of the English Summer School, after deducting registration fees, was £170 8s. 11d., while the net cost of the Scottish School was £70 15s. 6d. Sir Arthur Robinson had returned the sum of £5 5s. paid to him as expenses in attending the Oxford School Session on July 27 and had asked that the amount should be applied as a prize for an Essay Competition for 1932 similar to the one held in connection with the School this year. The sub-committee was of the opinion that on all sides was there abundant evidence that "the pooling of ideas and experience and open discussion on them was extraordinarily useful," and that there was a possibility of N.A.L.G.O. doing further good work in this direction.

Within the last year N.A.L.G.O. had approached the Universities and University Colleges in the United Kingdom to ask for the establishment of a Degree or Diploma in Public Administration or for the formation of circles of municipal students within the University Institutions in connection with their preparation for the professional examinations. With a few exceptions, the reception of these advances had been cold, and this could be attributed to the fact that neither on the part of the University Institution nor on the part of the local government officials in the district was there any real appreciation of the need for the study of local government. What obviously was wanted was further preliminary work in both spheres to create a consciousness of this need.

One way of relieving the situation was for the N.A.L.G.O. to endeavour to set up research groups in each area where there was a University or a University College. These groups would form the training ground in which could be developed a desire for the study of local government in both officials and the members of the University Institutions. There could be a free interchange of information or speakers between the groups, and there might be an annual conference of group leaders. The Nalgo Summer School would take its place in this scheme of organisation as the central forum for views expressed in the groups or as the source of new topics for the following session's work in the group. These research groups should be made attractive to the sectional leaders in the service, and to the younger officers as it was from these sources that the future chief officers would come. Members for the research group could be drawn from among members of Nalgo, from University staffs in the district, from members of the local councils, from other organisations interested, e.g. the Council of Social Service, W.E.A., local Inspectors attached to Government departments; from the students societies working in several parts of

EDUCATION

(*Continued*)

e country in connection with the Institute of unicipal Treasurers and Accountants, the ssociation of Ratng and Valuation Officers, d so on.

It was suggested that the groups should be f-shoots from the N.A.L.G.O. and that a purely minal annual subscription should be charged.

conference in London between Education ommittee of N.A.L.G.O. and representatives of e University Institutions was suggested as the st step. The Education Committee had de- ded to defer further consideration of the scheme tlined, until information was available on the ogress made by the Oxford Study Group.

The question of offering a Sister-Tutor Scholarship for 1932 had been considered by the sub-committee and in the light of its report, the Education Committee resolved that a Sister-Tutor Scholarship of the value of £150 be offered for competition in 1932, that branches which have made donations to the fund for 1931 be asked to allow these amounts to be credited to the Scholarship for 1932, and that all branches be invited to contribute to the fund; further, that information be given to intending candidates of the scope of the examination. Mr. Stanley Whitehead, Borough Treasurer of Hammersmith, had intimated to the Committee his desire to be relieved of his tutorship with the Correspondence Institute, as from January 1, 1932. Mr. Whitehead had been associated with the N.C.I. for many years and played a conspicuous part in building up its present reputation.

The report of the proceedings of the Education Committee was approved.

PROVIDENT SOCIETY

Mr. W. H. Whinnerah, chairman, submitted o the Council the report of the proceedings of the .A.L.G.O. Provident Society Committee of Management. Progress made in the amalgamation f Life Funds of the Provident Society and Logo- ia was stated to be as follows: Transferred, ,026; Refused to transfer, seven; Surrendered, wenty-four; and no reply received from twenty- wo holders. Consideration of the procedure to e adopted in regard to those members who had efused to transfer their benefits was deferred ntil the next meeting of the committee. The ommittee had considered an application from the ritish Medical Association for an increased fee f 10s. 6d. for medical practitioners completing nedical certificates in respect of membership of he sickness section of the Society, whereupon the Committee had agreed to pay the fee of 10s. 6d. as requested. The committee had decided to extend honorary membership of the society to Sir Tom Percival during the period of his membership of the National Executive Council. Returns of membership made up to October 6 were, in the Sickness Section, 9,861, compared with 8,171 at the corresponding date last year. Resignations, 181, giving an active membership of 9,680 compared with 7,989 last year. The figures for the death benefit section were: Enrolled, 558, compared with 516 in 1930. Resignations, 5; Active membership, 553, compared with 511 in 1930.

The report of the Provident Society Committee of Management was adopted.

POOR LAW TRANSFERRED OFFICERS

Mr. G. W. Coster laid before the Council a eport of the proceedings of the Poor Law Trans- erred Officers Committee held at Headquarters n October 16. The Committee had considered he position of certain Poor Law Officers who were transferred to the Durham C.C. under the Local Government Act, 1929, and who, before ransfer, held the appointments of Relieving Officer, Vaccination Officer and Collector, and who since transfer had had the appointment of collector terminated, with a consequent loss of salary, although the officers were being required to devote their whole time to the remaining offices of Relieving Officer and Vaccination Officer. Certain of the officers concerned contended that although they had been deprived of the office of Collector they were still being required by the County Council to perform certain of the duties of that office and that, consequently, having regard to the provisions of Section 121 (1) of the Act of 1929 they were entitled to receive from the Council a remuneration not less than the total remuneration which they were receiving from the Guardians for the three offices before transfer.

Counsel's opinion was obtained and this did not support the contention of the officers, but notwithstanding, the request of the officers that as their cases were special cases, the Association should approach the Ministry of Health on their behalf was acceded to.

At the last meeting of the Committee it had been decided to commence a test action against the Lanarkshire County Council to test the legality of the Council's action in reducing the salaries of Poor Law officers transferred to the Council by the Local Government (Scotland) Act, 1929. The action had been commenced, but, in view of the national financial situation, it had since been decided to adjourn the proceedings and to re-open negotiations with the Council.

The South Shields Public Assistance Committee had made recommendations to the Town Council in regard to the reductions of salaries and emoluments of the transferred Poor Law officers. Some of the reductions proposed were very severe and had been recommended by the Committee without consultation with the officers concerned. The South Shields Branch had been advised by the Legal Secretary that in the case of officers whose appointments could not be determined except with the sanction of the Minister, they should inform the Committee that they do not agree to the proposed reductions, but that, as suggested in Circular 1222, they were prepared to discuss the question with the Committee.

In the case of the other officers who had no security of tenure it should be argued that the reductions were far in excess of any reductions which the South Shields Guardians would have made had they remained in existence, and that, consequently, the Public Assistance Committee could not, having regard to the provisions of Section 121 (1) of the Act of 1929, make any reductions in salary or emoluments in excess of what the Guardians would have been likely to make. Those officers should also intimate that they were prepared to discuss the question of reductions with the Corporation as suggested in Circular No. 1222.

The report of the Poor Law Transferred Officers Committee was approved.

APPROVED SOCIETY

For the Nalgo Approved Society Committee of Management, Mr. S. Lord, president, submitted a report of the proceedings held at Blackpool on September 26. Mr. J. Hubbard was welcomed as a new member of the Committee. Having regard to the heavy expenditure incurred during the past nine months on hospital benefit, the committee had decided that the maximum grant under hospital benefit should be two guineas a week, for a period of four weeks, irrespective of whether the member went into a nursing home or not, and in respect of surgeons' fees the grant in future be two-thirds of the fee up to a maximum grant of £8 8s. in the case of major operations and two-thirds of the fee up to a maximum grant of £4 4s. for minor operations.

The report of the Approved Society Committee of Management was adopted.

FINANCE

Mr. F. J. Willett submitted the proceedings of the Finance and General Purposes Committee. The Establishment and General Purposes Sub-committee had elected Mr. A. G. M. Archibald chairman for the ensuing year. The sub-committee had given further consideration to the question of the reform of the Gregorian Calendar, and decided to take no action thereon at the moment, further consideration to be given to the subject at the next meeting. Mr. Archibald it was stated had been elected chairman of the sub-committee appointed to consider branch finances, which committee had given careful consideration to a report by the general secretary on present financial arrangements existing between branches and headquarters. The committee recommended it was desirable that all appointments to various offices of the sub-sections should be made by the branches; that each branch receive, and be held responsible, for all fees payable for services rendered, and the payment of remuneration to the persons appointed be made by the branch.

The report of the Finance and General Purposes Committee was approved.

LOGOMIA

Mr. S. Lord laid before the Council the report of the proceedings of the Logomia Board of Management held at 24 Abingdon Street on October 2.

At that meeting the chairman had referred to the very great loss the Association had sustained by reason of the death of Mr. J. A. Battersby, vice-chairman of the Board and a member since June, 1912. A resolution was passed recording the Board's deep appreciation of Mr. Battersby's very valuable work for the Association and his devotion to its interests. Mr. S. Lord was appointed vice-chairman to fill the vacancy caused by the death of Mr. Battersby. It was reported that Dr. F. E. Scrase, Medical Officer of Health, Hampstead, and Dr. H. W. Barnes, Medical Officer of Health, Camberwell, had consented to act as honorary referees for the Association.

It had been decided that in the event of a sum assured becoming payable during a quinquennium an intermediate bonus at the same rate as declared at the preceding valuation, £2 per cent., be added to the sum assured.

A number of new life assurance schemes which would be likely to be attractive to Local Government Officers were under consideration.

The Report of the Logomia Board of Management was approved.

NALGO SUMMER SCHOOL

(*Continued from page 288*)

elected representatives and the permanent officials are subjects of considerable interest concerning which the average officer has rather hazy ideas. These subjects are fully discussed by the lecturers at the Summer School. Numerous other questions of absorbing interest to the student are also dealt with. Apart from the educational value of the lectures the school would be worth attending if only to meet some of the prominent people associated with local government and to hear what other local authorities and other officers are doing.

A Summer School is a happy combination of instruction and amusement. Study is generally associated with memories of evenings of hard grinding after the day's work has been done. Under the conditions in which the Nalgo Summer School is held, however, it would lose its background of grudging effort and the student would return with a greater enthusiasm for further knowledge of his profession.

The organisers have chosen a very attractive venue for the Summer School. A holiday at Oxford with visits to the numerous places of interest in the vicinity would be a sufficient inducement, without the additional attraction of the lectures and other meetings of the course.

Zoril.

RESEARCH IN ADMINISTRATION

By S. W. COLLETT, Chief Clerk, Health Department, Beckenham

TWO of the papers discussed at the Summer Conference of the Institute of Public Administration dealt with the necessity for organised research into the problems confronting administrators. It was pointed out that we are far behind America in this respect, and it was urged that the Universities should be encouraged to undertake this work in collaboration with the professional associations.

The absence of records, which are so kept that in addition to providing the facts needed for immediate use they also give information which can be used for purposes of comparison, is a bar to the commencement of research work. So great a quantity of detail is needed for the presentation of reliable data that, until all workers in the public service can be brought to realise the importance of the actual records in their charge, it is doubtful if the scientific inquiries will be able to proceed very far.

If an idealistic point of view can be maintained towards one's work it becomes much more interesting and is carried out more efficiently. Idealism is, however, apt to wane; the knowledge that the furtherance of research were in one's power would provide a valuable stimulant. It is not beyond the bounds of probability that every officer can carry out research in some form. If the work of every Department were regarded in that light the records kept would achieve a greater value and accuracy in their execution and, by extra spare time work, could be developed into really valuable scientific material.

There is a tendency to regard research work as the prerogative of the highly qualified academician and technician. Probably, the final analysis of the results obtained over a wide area must be referred to such an authority, but the collection of facts and the preliminary investigation can usually be carried out by any intelligent person. There are numerous instances in the various departments of the local government service where such investigations could be usefully commenced.

It would be an excellent thing if junior officers were encouraged—with the approval of their chiefs—to take one definite branch of the work of their department and to study the efficiency of that branch in terms of its value to the public. In the course of the ordinary work of the service a great deal of research is carried out, either consciously or unconsciously. But it is important that the members of the staff should be given the opportunity to participate closely in the actual work and receive encouragement in appreciating the direct bearing their own work has upon the information required.

It may be said that such inquiries are too circumscribed in their nature to be of any real value, and that the diversity of methods and standards would render them useless to any Central Research Board. This may be so in the first instance, but the value of retaining the student habit and of criticising one's own work is not to be despised. Cultivate the liking for research and it can be led into the desired channels.

In one of the papers to which reference is made, Mr. Arthur Collins states "there is fame, if not fortune, awaiting anyone who cares to devote himself or herself to research, even in leisure time, as to acquire reputation of an exceptionally well-informed man or woman on a particular subject . . . a head of a department has always a fondness for a member of the staff who can be relied upon to furnish upon request and at once authoritative information upon some branch of the work of a department."

WIDNES

The members of the Widnes Corporation staff were recently entertained to tea in the Council Chamber by Mr. P. T. Grove, Town Clerk, who received parting gifts for himself and Mrs. Grove, on leaving Widnes for Margate, where he has been appointed Town Clerk. Mr. W. S. Wilson, Borough Engineer, presided. That excellent gathering, he said, proved the esteem in which Mr. Grove was held.

Dr. Jones, M.O.H., made the presentation and paid a tribute to the service of Mr. Grove as president of the Widnes Branch of N.A.L.G.O. He hoped that other aspirants to the office of president would not take the presentation as a precedent. With all sincerity the members appreciated all that Mr. Grove had done. The gift of a watch was symbolic of all that Mr. Grove had done in creating a harmonious working together of all parts of the service, the creation of the team spirit in all the departments. Mr. Grove thanked every member of the Corporation staff and paid particular tribute to the staff of his own department from whom he had had complete loyalty.

WEST HARTLEPOOL

At West Hartlepool the recommendations in respect of deductions from officers' salaries, made by the Economy Sub-committee, were referred back by the council with the suggestion that agreement with the staff should be sought.

STOCKTON

Stockton Branch have decided to approach the council with a revised scheme of temporary deductions in salaries.

HAVE YOU REMEMBERED THE——

3 POINTS?

For 6/- a month The Nalgo Provident Society

- **PAYS YOU £2.2.0 weekly whilst sick**
- **SENDS YOU to beautiful "Nalgo House," Matlock, for two weeks, to recuperate, and at the end of the year**
- **RETURNS YOU most of your payments—last year 75%**

IT IS A SAVING—NOT AN EXPENSE

The scheme not only saves the expense of Doctors' fees, medicines, extra nourishments, etc., but each year a member is credited with a share of the surplus to which 3% compound interest is added. This can be withdrawn at any time, subject to the rules, and proves invaluable when ready cash is needed.

No medical examination up to December 31st, if under 40.

Get a "3 Points" pamphlet from the Branch Officers or from

Nalgo Provident Society

24 Abingdon Street, London, S.W.1

EFFICIENCY REQUIREMENTS

By W. J. HUNT, Chichester.

In the Summer School Essay Competition promoted by N.A.L.G.O. for a prize of £5 5s. given by Sir Arthur Robinson, G.C.B., C.B.E., Permanent Secretary to the Ministry of Health, thirty-three manuscripts were submitted. Of these, readers of LOCAL GOVERNMENT SERVICE *will remember, the essay submitted by Mr. C. Kent Wright, Town Clerk, Stoke Newington, was preferred by Sir Arthur Robinson and was printed in the August and September issues. At the same time three other essays were commended by Sir Arthur, and one of these, the work of a Chichester officer, we reproduce on this page. The essay has necessarily been abridged to conform with the limits of space, care having been taken to retain the salient passages.*

HAT an efficient municipal Civil Service cannot be regarded as the *alpha* and *omega* of all things concerned in producing highest and most effective form of local ministration is, of course, an obvious fact. officer, however efficient, can remedy defects herent in the structure of the administrative achinery, and no reconstruction of authorities d areas, however revolutionary, will provide a re for those strains and disharmonies whose ots lie hidden, not only in the present constitun, but in the very nature, it may be, of man mself. Nevertheless, it is a problem which sumes rapidly increasing urgency.

Each year we see an ever-widening range of ties and responsibilities delegated to local thorities by the central government, and at no ne in our history has the need for administrative ility of the highest order in local affairs been keenly felt. That this is so is evidenced by the t that the question of training for municipal ficers is receiving close attention at the hands of ose best qualified to form reasoned and authoritive judgments, and although these judgments ay not always be in complete accord, they are, vertheless, indicative of the growing earnestss of the age in this connection, and the recogtion of facts which can no longer be ignored.

HE PRESENT POSITION

No one who has thought about the matter can il to be impressed by the vast difference which stinguishes the organised national Civil Service, id the principles underlying its recruitment and aining, from the comparatively haphazard, and-to-mouth lines which characterise the unicipal service.

Individual and scattered attempts have been ade to alter this state of affairs; a few farghted authorities have endeavoured to formulate stem in the recruitment and training of their ficers, while the National Association of Local overnment Officers has, with commendable rtinacity, endeavoured to obtain general cognition of the necessity for a system of municipal service which shall be in some consonnce with the importance of its place in the ational life.

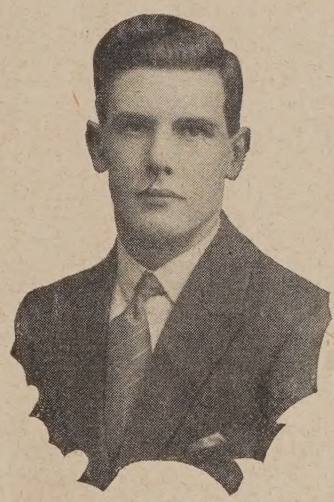
Notwithstanding recognition, official and nofficial, now being given to the problem, the resent position cannot, unfortunately, be iewed in a wholly optimistic light. There is the ndeniable element of patronage which still nfluences local government appointments, notwithstanding the "canvassing will be a disualification" clause in most advertisements. That this regrettable feature is on the decline annot be doubted, especially in the case of minor appointments where the chief official, who as the efficiency of his department to consider, as a larger influence in the matter; that it still xists, however, is equally certain.

It is a truism that the best is not usually the most easily attained, and if the scheme be egarded by some as idealistic, the answer is that o, at first, have most proposals which involved he disturbance of established custom for the betterment of institutions or humanity. But if we are agreed that the present position is an unsatisfactory one, we must be prepared squarely to face the difficulties which a remedy involves. We cannot hope for much improvement if our actions are at every turn to be restricted by considerations of expediency in relation to the desires of individual authorities, to the detriment of the service as a whole. Some such system as outlined appears to be not only possible, but ultimately inevitable, if the municipal service is successfully to cope with the increasing magnitude of its task and to retain the confidence and prestige which it not unjustifiably commands.

Another point open to criticism is the fear that officers already in the service may be prejudicially affected by the scheme. This is more apparent than real. Nalgo has sufficient influence to ensure that older members of proved capability, who could not reasonably be expected to study for examinations, would not be penalised by a scheme which had no reference to the terms of their appointment, nor are the local authorities likely to take a different view.

JUNIOR ENTRANTS

On the need for some recognised educational standard for all recruits, there can be no two opinions; yet the fact remains that many councils (not all of them of the smaller type of authority)



MR. W. J. HUNT

do not even insist on this very necessary preliminary. With the facilities now available for secondary and higher education there appears to be no valid reason why those who aspire to responsible positions in the local government service should not be equipped, at the outset, with the sound foundation of general education, exemplified by the possession of matriculation or the School Leaving Certificate.

We (N.A.L.G.O.) hold the view that matriculation or its equivalent should be the minimum standard for all entrants to the municipal service, for a variety of reasons. Every year the responsibilities of local authorities are being added to, and the need for a high degree of mental aptitude in their officers becomes increasingly important. Moreover, the day is gone beyond recall when the bulk of responsible work can be executed by chief officials and heads of departments. Delegation of duties to senior assistants and again to subordinates is a necessary feature of municipal administration to-day, and it behoves us to see that those who will, in the years ahead, be required to undertake onerous and difficult tasks shall, by virtue of the standards imposed at the outset of their career, be the type most likely to carry out those duties to the credit of themselves and the enhancement of their profession.

Assuming then that matriculation should be the minimum educational qualification required of applicants to the service, the next question which demands attention is whether a general competitive examination similar to that established by the National Civil Service is desirable.

The principle of a competitive literary examination has much to commend it; that it has been adopted in the Civil Service for more than half a century, with conspicuous success, is in itself a testimonial to the efficacy of the system. Its application to the municipal service would go far towards securing two very desirable objectives—the best possible recruitment and the abolition of any form of patronage in appointment. If adopted, the examination would require to be a test of general education and mental aptitude of matriculation standard but primarily designed to ascertain how far the candidate had a grasp of main principles and an ability to apply them to the problems likely to be encountered in the future.

Written examinations, as a test of ability, leave much to be desired; yet, if we are to attach less importance to examinations as a qualitative test, we are faced with the problem of finding an alternative which shall prove as effective: that alternative has not yet been discovered.

A consideration of the pros and cons of the case inclines one to the opinion that, in the present stage of our municipal organisation, the institution of an open competitive examination in addition to the requirements as to a minimum standard, would be a little premature, in spite of its obvious advantages.

AFTER-TRAINING

The author here goes on to deal with another aspect of his subject—after-training—and proceeds to expound his educational scheme, which is that a Board of Commissioners should be established who would institute a universal examination, divided into two parts. He says: Part I of the examination should be taken at age 19 or 20, and should consist of subjects possessing an educative value in a wide sense of the term, as opposed to those the value of which is determined by reference to a particular occupation or branch of work.

The course of study which seems most nearly to combine the necessary requirements is that which must be followed for the Diploma in Public Administration of the University of London or the degree of B.A. in Administration of Manchester University. Part I of the Municipal Civil Service examination would not, of course, be on the same level as the complete D.P.A. of London or the B.A. of Manchester, but the suggestion is that it should follow those lines. Thus we should expect the syllabus to include the study of Public Administration generally, economic science, political and social theory, principles of local government, English constitutional and administrative law, and possibly the general principles of the law relating to contract, tort, master and servant. Optional subjects, which would give candidates a choice within certain well-defined limits.

This examination should be uniform for all local government officers in whatever department or by whatever authority employed, and it should be the condition precedent both for promotion and for the taking of specialised examinations. It should be the normal procedure, too, for local authorities to require this examination when appointing officers other than those who come direct from school. Whether or not the examination should be compulsory is a little difficult to decide. In Prussia, where the training of municipal officers has received earnest and wholly commendable attention, the first administrative examination (taken at between three and six

years after entrance, according to the educational qualifications of the candidate) is compulsory; moreover, only two attempts are allowed, the second failure leaving the candidate with two alternatives—either retirement from the service or remaining in a junior capacity without hope of promotion. In Germany, however, there is less independence in municipal government than here. The influence of the Central Authority is stronger, while each authority is also subject to control by the one immediately above it. The author inclines to the opinion that in England the examination should not be compulsory, but at the same time, he says, failure to pass it should be a bar to promotion to higher posts, although there seems no reason why a limit should be set to the number of occasions on which a candidate might enter.

This may be regarded by some as in the nature of a hardship to officers who find the examination difficult to pass, but their primary duty was to the service and the community they serve rather than to the individual. There seemed no valid reason why the municipal service, any more than industry, should provide a comfortable living for persons unfitted to hold responsible posts, and they cannot be surprised if they are left behind in the promotion race.

TECHNICAL KNOWLEDGE

With regard to Part II of the Municipal Civil Service examination, it seems in the author's view desirable that the subjects should differ to some extent from those of Part I. More attention could be directed to vocational subjects —studies more or less closely connected with the individual officer's work. "However rightly we may regard the teaching of technical subjects as narrowing in its effect on mental development, we cannot fail to take cognizance of the facts of municipal practice as we find them." It is impossible "to ignore the value at present placed on technical and practical knowledge, nor can we expect a sudden or complete reversal of traditional mental attitudes in this connection. What the Municipal Civil Service examination could and should ensure is that at least some measure of wider development should be attained by officers during the early years of their service, upon the sound foundation of which specialised knowledge can later be built."

Part II then, might be sub-divided into (*a*) and (*b*): section (*a*) would be compulsory for all candidates, and might consist of:—

(1) A more advanced paper on economics, (2) Statistics, (3) *General* law relating to administration, (4) Two practical theses on administrative subjects.

Section (*b*) would comprise a fairly wide range of optional subjects, of which the candidate might be required to take, say, three or possibly four. These would be essentially practical in nature, and selected in such a way that the candidate could choose those most closely related to his particular work. Thus, for example, a man in the Finance Department might be able to select Municipal Accountancy and Finance, Financial Aspects of Local Government Law, Public Finance, and Auditing. Moreover, exemption from Part II, section (*b*), might be granted in certain cases, where, for instance (to take the Finance Department again) the candidate had taken or was prepared to take the examination of the Institute of Municipal Treasurers and Accountants in lieu thereof.

Part II of the Municipal Civil Service examination, either in whole or in conjunction with a specialised certificate, should be the "open sesame" to all the higher posts in the service, concomitantly with the personal factors of proved ability in practical affairs, integrity, and similar qualities.

Controversy rages around the admission of university graduates to the municipal service On this subject the author urges that the recruitment of graduates for the Local Government Service is a thing desirable in itself. Any scheme of recruitment likely to improve the quality and efficiency of the service should receive sympathetic consideration. The main difficulty arises in the entry to the service at ages from twenty-two to twenty-four of men without experience and the posts which will be available for them.

Any attempt to adumbrate the solution must take cognizance of the question, what is the ultimate effect likely to be on the service as a whole? Dr. W. A. Robson has said, "We must endeavour to secure the entry into the municipal service each year of a small number of promising young graduates from the universities, to be trained for the higher positions." Elsewhere he says, "the primary task for the immediate future is to secure a flow of university candidates of good quality into the municipal service; merely to obtain each year a few good men with this qualification would itself be a big step forward, quite apart from competitive examinations . . . a commencing salary of £200 to £250 per annum should be offered during a probation period of, say, two years, with a substantial rise if the appointment is confirmed."

The idea underlying this proposal, the writer suggests, seems to be the creation of a major grade somewhat analogous to existing practice in the National Civil Service. It also seems to imply that entry to the grade shall be open primarily to graduates, and that "this qualification itself," without special administrative study or technical qualifications, should be regarded as sufficient.

There are grave objections to this suggestion. That the graduate, as such, would bring with him many desirable qualities, is conceded, but his entry to the service should not be made easy for that reason, nor should the test required of him be less searching than that applied to the rank and file of the same age. Let the graduate take Part II of the Municipal Civil Service examination by the side of the non-graduate, and then, if he outshines his neighbour, let him be appointed, in the knowledge that the best available material has been selected and so advanced a further step towards the objective—a local government service of the first order.

The higher positions should not be exclusively reserved for graduates, but as Nalgo has stated in the Memorandum of evidence submitted to the Departmental Committee on Recruitment and Training, the system should be sufficiently elastic "to enable all officers who display ability, energy and initiative, to rise to the highest posts in the service."

THE GRADUATE'S OPPORTUNITY

For the university graduate with a degree or post-graduate course in administration, there should be real scope, without limiting any posts to such candidates alone. Moreover, it is very desirable that facilities should be made for men who have passed Part II to proceed to the diploma or degree in Public Administration of a recognised university, and a certain amount of absence for attendance at classes (where these are available), might be granted to suitable men by local authorities. Already diplomas or degrees in administration are awarded at London, Liverpool and Manchester Universities, and the praiseworthy activities of the National Association of Local Government Officers to increase these facilities are worthy of mention.

What advantages are likely to accrue if the scheme for the training of local government officers such as that outlined, is put into operation?

First of all, the author claims substitution of proficiency for unlicensed patronage, and the "personal, political, and sectional influences" (*vide* R.C.L.G.) which too often affect appointments to-day would no longer be allowed to detract from the high esteem in which the service is not unjustifiably held. The imposition of a minimum and uniform educational qualification for all officers would ensure a general level of efficiency, confine recruitment to the right type of youth, and raise the status of the service. It would help to prevent the influx of that mediocrity of ability which, while not making itself unduly felt during the first year or two, when duties are largely of a routine character, is incapable of handling greater responsibilities, and consequently almost entire elimination of the inefficient from the service, at least from the senior posts.

This enhanced status of the municipal service would have the effect of attracting to itself, both in the junior and senior grades, officers of the type which the increasing complexity of local administration now makes an urgent necessity; and if these appointments are based on proved merit, then only good can result.

Moreover, in addition to securing uniformity in the recruitment and training of all local government officers, the Municipal Civil Service examination would provide for them a universally recognised qualification. This should increase mobility within the service and help to ensure that officers serving with small authorities would not, for that reason alone, be hampered in their efforts to obtain wider experience.

Such a method would be in pleasing contrast with the present sporadic "system," the indifference to current needs, and the blind resistance to change now manifest by the associations of local authorities to whom we should be able to look for a lead.

STRIVING AFTER COMPETENCE

The author concludes: However elaborate our system of education and training may be, it will not get us so very far towards our ultimate goal unless it be accompanied by something of deeper significance—a real striving after competence, not for its own sake, but for the social improvement which competence may in some measure help to bring.

What we require above all things to-day is a view of local administration which will not be limited to the last row of houses at which the rate demand-notes are delivered. We need a new spirit in local affairs—a clearer consciousness of duties as well as rights. In considering the training of their officials, local authorities must take the wide view—the greatest good of the greatest number. They have to-day large freedom of action in this matter, but that freedom will be wrongly used if it is exercised in a narrow-sighted spirit of self-interest or local independence in opposition to that more likely to promote the common weal. Such an attitude will only clog the machinery of government and militate against that symmetry of working upon the existence of which so much depends.

SANITARY INSPECTORS AND PARLIAMENTARY REPRESENTATION

At the annual conference of the Sanitary Inspectors' Association held at Bridlington in September last, it was decided to establish a Parliamentary Fund and to invite donations thereto from members. This decision was the outcome of a referendum consequent upon the passing of the following resolution at the previous conference: "That this conference of Sanitary Inspectors' Association is of the opinion that adequate Parliamentary representation is urgently necessary for the protection and furtherance of the interests of Sanitary Inspectors, and requests the General Council that they take immediate steps for the formation of a fund to be used for the purposes of such representation, and to make all necessary arrangements."

N.U.C.O.

For propaganda purposes the *County Officers' Gazette*, the official organ of the National Union of County Officers, has relied not upon recording the achievements of the N.U.C.O., but on the easier method of attacking the work of N.A.L.G.O.

In the issue for October 16, the Editorial was spent in rude things about N.A.L.G.O., and as a fill-up for the remaining space on the same page several sayings of Henry Ford are quoted. Appropriately enough, the first one is as follows: "Whenever I hear of a business man gravely discussing what he calls his 'competitors,' I know that he is not managing his own business, but is being subtly managed by the effect his competitors have on his mind."

SALARY REDUCTIONS AND NATIONAL ECONOMY

EFFECT ON NATIONAL HEALTH INSURANCE

OFFICERS whose salaries are reduced to a rate of £250 per annum or less can be divided into the following classes :—

(1) *Officers who have been non-insurable for approximately 21 months or more*.*

These officers will have to re-enter insurance as entirely new contributors and will have to qualify for all benefits in the same manner as new entrants into insurance. For such officers, the Nalgo Approved Society is the obvious Society to join—for benefits see below.

(2) *Officers who have been non-insurable for periods of approximately less than 21 months*.*

These officers can arrange for their previous insurance to be linked up, and if this is done it will not be necessary to re-qualify for benefits previously enjoyed. If previous membership was not with the Nalgo Approved Society, it will be advisable for the officers in question to consider the advantages of transferring thereto. Where an officer transfers from one society to another, he remains entitled to Sickness, Disablement, Maternity, Widows, Orphans and Old Age Pensions Benefits. Waiting periods are, however, imposed as follows :—

Period	Benefit
6 months	Want and Distress
3 years	Dental treatment
3 years	Optical treatment
3 years	Surgical appliances
3 years	Convalescent Home treatment
3 years	Hospital treatment

In spite of the waiting periods shown above, officers will be well advised to consider transferring to the Nalgo Approved Society, because, as one of the very few societies with picked lives, the additional benefits provided from surplus funds must be far more substantial than can be offered by other Approved Societies. The Nalgo Approved Society only accepts members of the parent Association.

(3) *Officers who continued insurance as voluntary contributors on their salaries exceeding £250 per annum.*

These officers, on their salaries being reduced to £250 per annum or less, will automatically become compulsorily insurable again, and they should immediately notify their Approved Societies in order that they may be reinstated for medical benefit. It will also be necessary for such officers to obtain compulsory contribution cards in place of the voluntary cards which they are at present using. In such cases the weekly contribution will be increased from 1s. 3d. to 1s. 6d. (men), and from 10d. to 1s. 1d. (women), in return for medical benefit, i.e., free medical attendance and medicine. Of this contribution, the employer will pay 9d. in the case of a man and 7d. in the case of a woman.

(4) *Officers employed by Local Authorities who have obtained Certificates of Exception.*

Where officers whose salaries are reduced to £250 per annum or less are employed by Local Authorities who have obtained Certificates of Exception from Health and/or Old Age Pensions Insurances, applications can be made for voluntary membership of an Approved Society, but the whole weekly contribution, namely, 1s. 6d. (men) and 1s. 1d. (women), will be payable by the officer. It will, however, be possible for the officer to obtain a refund of the contributions paid in duplicate in respect of part of the Pensions Insurance, because, although Local Authorities can obtain exception from Health and Old Age Pensions Insurance, no exception is granted in respect of Widows' and Orphans' Pensions Insurance. Consequently, an Authority is compelled to deduct from the employee's salary the latter's share of the appropriate pensions contribution. For instance, where a Local Authority has obtained exception from Health Insurance only, it will have to deduct the weekly sum of 4½d. (men) and 2d. (women) from the officer for Old Age, Widows' and Orphans' Pensions. This weekly sum of 4½d. (men) and 2d. (women), together with the Authority's weekly contribution of 4½d. (men) and 2½d. (women), will be refunded to a voluntary contributor on the production of his stamped card to the Ministry of Health at the end of each contribution half-year.

(5) *Voluntary contributors employed by Local Authorities who have obtained Certificates of Exception.*

Voluntary contributors who have hitherto been in receipt of a salary exceeding £250 per annum, although employed by Local Authorities who have obtained Certificates of Exception from Health Insurance, can retain their voluntary membership on their salary being reduced to £250 per annum or less, but they should notify their societies of the reduction in salary in order that reinstatement for medical benefit can take effect immediately. Furthermore, the weekly contribution in such cases will be increased from 1s. 3d. (men) and 10d. (women) to 1s. 6d. (men) and 1s. 1d. (women). It will, however, be possible to obtain a refund of contributions paid in duplicate in the same manner as set out in (4) above.

HEALTH AND PENSIONS BENEFITS

Ordinary Benefits	Qualifying Period
Weekly Sick Pay : Men, 9s.; women, 7s. 6d.	26 weeks
Weekly Sick Pay : Men, 15s.; women, 12s.	104 weeks
Disablement Pay, 7s. 6d. per week	104 weeks
Maternity, £2	42 weeks
Free Panel Doctor and Medicine	Immediately, if salary less than £250 per annum
Additional Benefits	
Want and Distress	6 months
Dental, optical, convalescent-home treatment, hospital expenses, surgical appliances	3 years
Pensions	
Widows' Pension : 10s. per week and 5s. per week for eldest child and 3s. per week for all other children if under 14 (or 16, if still at school)	104 weeks
Orphans' Pension : 7s. 6d. per week for each child if under 14 (or 16, if still at school)	104 weeks
Old Age Pension : 10s. per week at age of 65 and for wife at same age, if husband is receiving his pension (subject to modification in certain cases of excepted employment)	5 years

SALARIES REDUCED BY OPERATION OF BONUS SCHEME.

Officers whose rate of remuneration for non-manual employment falls to or below £250 a year as a result of the decrease in the bonus, will, as from the date on which the reduction has effect, become liable to compulsory insurance under the National Health Insurance and Widows', Orphans' and Old Age Contributory Pensions Acts (or, if their employment is covered by a certificate of exception from Health Insurance, under the Contributory Pensions Acts alone).

* The actual date of cessation is determined by the date on which the last stamp is affixed to the contribution card, e.g., if the last stamp affixed is for the week ending May 4, 1929, the free period is determined by adding two years to that date, and then going back to June 30 or December 31, whichever occurs first. Therefore, in the example given the date of cessation would be December 31, 1930.

LET N.A.L.G.O. INSURE YOUR HOME

The Comprehensive Bonus Policy covers practically every risk to which a house and its contents is exposed. In addition payment up to £1,000 for death from Train, Omnibus, Tram or Cab Accidents included.

PREMIUMS

	Per £100
House	1/3
Contents	4/3
„ (Fire only)	1/8

Do not renew your present Policy, but get fuller cover at a lower premium through N.A.L.G.O. Policy renewed every sixth year free of charge if no claim paid.

N.A.L.G.O. TRANSACTS LIFE, FIRE, HOUSEHOLD, MOTOR, FIDELITY AND SICKNESS INSURANCES

Prospectuses and proposal forms can be obtained from the Local Correspondent, or

GENERAL SECRETARY, 24 ABINGDON STREET, WESTMINSTER, S.W.1

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :
24 ABINGDON STREET, WESTMINSTER, S.W.1.

END OF BRANCH YEAR

Every branch has been supplied with Summary Sheets on which to enter the names of members and subscriptions, and also particulars of contributions to the B. and O. Fund for the branch year 1930-1, which ended on October 31. Any member who has not completed payment of his or her subscription for the current year is earnestly requested to do so forthwith in order that departmental collectors may close their lists and pay over to the branch secretary or treasurer, as the case may be.

Branch officials are extremely busy, particularly at this time of the year, in complying with the somewhat exacting demands of Headquarters, and prompt settlement of subscriptions greatly assists them in discharging the responsibilities of their offices.

Summary Sheets are of extreme value in the organisation of the Association, as they form the record of membership for the current year.

LEEDS UNIVERSITY DIPLOMA

Awards of the Diploma in Education Administration announced recently by the Leeds University contain a striking testimony to the abilities of the clerical section of the administrative staff of the Bradford Education Committee. The officials named below, who have been awarded the diploma, comprise 90 per cent. of those of the staff who attended a course of lectures, extending over two years and submitted to an examination, whereas the total percentage of successes of the remaining candidates is about 52 per cent.: Messrs. W. Bownas, A. Coxon, T. Dobson, H. Law, S. Murgatroyd, H. Norris, A. Tinsley, H. S. Warrington.

HOLIDAY GUIDE

All members will not spend their holidays on the cruise or at the camp, and the utility of the Nalgo Holiday Guide will therefore be appreciated by many. Preparations are now going forward for the 1932 publication, which will be ready at the beginning of March next.

Members can assist in making this an even more valuable publication in future by giving particulars of addresses which they can confidently recommend to other members and also *in reporting confidentially to Headquarters on any accommodation mentioned in the Guide which they may regard as unsatisfactory.* Any such addresses will be deleted from the next issue.

"HELP YOURSELF" ANNUALS

The sale of "Help Yourself" Annuals ceases on November 25. Members are strongly advised to obtain their copies from the branch secretaries immediately. N.A.L.G.O. could only obtain 42,000 copies this year and every copy had been ordered by midday of the second day of issue. As so many branches have applied for further supplies Headquarters must be informed by November 11 of any annuals which cannot be sold. Payment will have to be made for copies returned after that date as every unsold copy represents a direct loss to the B. and O. Fund.

IMPORTANT DATES

October 31.—Branches to remit all moneys due to the Association to Headquarters.

October 31.—Summary Sheets to be forwarded to Headquarters as soon as possible after this date.

October 31.—District Committees to furnish Annual Financial Statements to Headquarters by this date.

November 1.—Branch Annual Meetings to be held this month.

November 30.—Last day for applying for admission to Nalgo Examinations in January.

DEPARTMENTAL COMMITTEE

In view of the economic situation the meetings of the Departmental Committee have been suspended for six months. It is probable that in consequence the committee will be unable to report its conclusions before the end of 1932.

129,388 !

A recent estimate of the number of local government officers in England and Wales, including part-time officers, is as follows :—

County Councils	43,353
County Borough Councils	49,510
City Corporations and Metropolitan Borough Councils	6,835
Borough Councils	9,989
Urban District Councils	10,263
Rural District Councils	5,086
Other Authorities (Parish Councils, Assessment Committees, etc.) ..	4,352
	129,388

This includes officers engaged in public assistance, but excludes workmen.

The figures are given with some hesitation and other estimates might well be more or less according to the point at which the dividing line between officer and workman is drawn.

Complete information as to the proportion of part-time officers is not available, but from information which has been obtained it would appear that they represent about 12 per cent. of the whole.

NOTICE TO CORRESPONDENTS

Organising and Branch Secretaries are requested to send "copy" to reach the Editor by November 20 for the December issue.

News of events which take place later —up to November 21—can be inserted if correspondents will send an intimation to the Editor beforehand.

LOCAL GOVERNMENT SERVICE,
3 and 4 Clement's Inn, W.C.2.

CROYDE BAY HOLIDAY CAMP

The acquisition of the Bungalow Holiday Camp at Croyde Bay has been amply justified by the experience of the present season. Innumerable requests for accommodation have been refused in order to give priority to members and their families and friends.

During the high season the camp was full to capacity and this continued until far on into September. The camp closed on Saturday, October 3, for the season and will re-open immediately before Easter, 1932.

Now is the time to plan arrangements for parties to visit the camp for weekends or such longer periods as may be possible at Easter and during the months of April and May, before it becomes necessary to operate the rule (in effect during the busier periods) that bookings shall be from Saturday to Saturday.

This season has shown the eminently satisfactory nature of the buildings and equipment as at purchase supplemented by the additions and extensions put in hand at short notice by the Association at the beginning of the season. Many expressions of appreciation have been received from visitors.

The Camp Sub-committee has had in mind several proposals for further improving the amenities of the camp and these will be considered, together with constructive suggestions that have been submitted by visitors at an early meeting of the sub-committee.

It may be taken for granted that nothing will be omitted that is necessary to cater for the comfort, health and happiness of visitors and that progress in this aim will have been achieved before the re-opening in 1932. The Croyde Bay Camp is an assured success.

Where is there an equally suitable site for a Bungalow Camp that would conveniently serve the needs of northern members?

AN INVALUABLE PUBLICATION

Now and then we come across some quaint person who relies upon memory instead of making notes of his business and domestic engagements and commitments. Few people can afford to trust entirely to memory in these matters and a diary is a present-day necessity.

The ten thousand members who use the Nalgo Diary this year will hardly need any assurance that the publication is exactly what they need for 1932. It has not been necessary to make any changes in binding and the usual features, and there will again appear a section of thirty-two pages with extremely useful matter relating to the many sides of the Association's activities.

By reference thereto they will receive a reminder of activities with which they may have had little acquaintance and on perusal there is a probability that they will be induced to make practical use of some of these. Whether it is in relation to the insurance section, their holidays (sea cruise or Croyde Bay bungalow camp), or by joining the Correspondence Institute, etc., they will be supporting a Nalgo activity and obtaining the best and most economic service in the particular direction.

Members should at once requisition a copy through their branch secretaries, forwarding the sum of 1s. 6d. They may find it convenient to use the order for which appears on page 301 of this issue.

COST OF LIVING INDEX

Interest attaches to the official index figures of the cost of living issued by the Ministry of Labour. In a recent issue of the *Ministry of Labour Gazette* a statement appeared showing the basis of compilations. In the same issue particulars were given as to the manner in which the Civil Service cost-of-living bonus is calculated by reference to those figures.

Many branches have had reason to refer to the movement of the cost-of-living figures to ascertain to what extent the economic relief which they may have received in salary during the War and since moved in sympathy with the cost of living. The following table shows the average percentage increase at the beginning of each month since January, 1915, as compared with July, 1914 (at five-year intervals) for all items included by the Ministry of Labour in the calculation of the cost-of-living figure :—

MONTH	1915	1920	1925	1930	1931
January ..	10-15	125	80	66	53
February ..	15	130	79	64	52
March ..	15-20	130	79	61	50
April ..	15-20	132	79	57	47
May ..	20	141	73	55	47
June ..	25	150	72	54	45
July ..	25	152	73	55	47
August ..	25	155	73	57	45
September ..	25	161	74	57	45
October ..	30	164	76	56	45
November ..	30-35	176	76	57	
December ..	35	169	77	55	
Average ..	23.33	148.75	75.58	57.83	

The figures in the sixth column represent the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months. The percentage increases in each of the five groups on which the Index Figure is based are as follows :

	AUG.	SEPT.	OCT.
Food	28	28	28
Rent	54	54	54
Clothing	95	95	90
Fuel and Light ..	70	70	75
Other items ..	75	75	75

BULBS FOR THE GARDEN

The firm of Messrs. Fuller Medley & Co., Church Street, Camberwell, London, again issue their bulb list in handy leaflet form. Two copies have been sent to each branch secretary and further copies can be obtained from the firm or Headquarters. The lists can be used as order forms. Orders and remittances should go direct the firm.

LOCAL GOVERNMENT SERVICE

Editorial and Advertisement Offices, 3 and 4 Clement's Inn, Strand, London, W.C.2.

Telephone: Holborn 2288-2289.

Contributions on topical Local Government problems are invited, and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

NOVEMBER **1931**

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NOTES OF THE MONTH

THE OFFICER'S INTEGRITY

BY the time this issue is in the hands of members we shall have known the result of the General Election and be in the throes of the Municipal Elections. Whatever the final adjustment of parties local government officers will be prepared wholeheartedly to do their best for their employers and for the good of the community as a whole. Whether the public officer is subjected to criticism, ridicule, or commendation, those who are responsible for the conduct of elections maintain the strict integrity which their office requires, and when the elections are over, they carry out their duties without indicating, in the slightest degree, their own personal feelings. It would be difficult to find a more excellent trait. It may be the confidence which politicians have in public servants that causes them to indulge in their adverse comments with a freedom they sometimes exercise extensively. Some day we shall have to examine the influences at work which make it so easy for a Government or a Party to ride rough-shod over those who are responsible for public administration. The formulation of a plan to remove the false ideas which have such a depressing effect upon our enthusiasm for our work becomes more necessary. Nothing can have effect without a cause. There is a reason, undefined at the moment, for the manner in which some local authorities have cut down rates of remuneration with very little thought of the effect upon the minds of their employees. This is mainly due to the ratepayers' lack of appreciation as to the value of good local government. An educational campaign will have to be pursued if this wrong assessment is to be corrected. For the time being, however, our hands are full with the issues of the day—the prevention of unfair treatment and unjustifiable reductions.

TELL THE MEMBERS

IT is a fair statement that such is the position of world affairs that in the near future more disastrous conditions may possibly overtake the nation than those which have been experienced in the last two months. Salvage operations will momentarily then outweigh construction. Whether the present position indicates the lowest point of depression or not, there must come, sooner or later, a time for reconstruction. When that comes we must be prepared to forge on the anvil of N.A.L.G.O. an entirely new set of service conditions. If they be realised we shall take to heart the appeal which our President makes in this issue, strengthen our organisation and be fully prepared to put the local government service in a stronger position than it has ever held in the past. Under no circumstances can apathy enter the soul of N.A.L.G.O. To grant it admission would be a policy of despair that would lead us to destruction. Exactly twelve months ago we issued the first warning against the inevitable. In LOCAL GOVERNMENT SERVICE for November, 1930, attention was drawn to the possibility of attack on the salaries of public officers. "When public enthusiasm is aroused," we wrote, "logic and common sense may suffer. Argument has no soothing effect upon a wounded animal. There may be no immediate cause for alarm but, on the other hand, we must be alert. If anything of this kind is attempted there will be no selection of departments; it will hit us all and without distinction of sections or grades. For once we shall realise that we are all local government officers, notwithstanding different designations and professional labels, and if there are any gaps in our ranks we shall have to close them." The branches will, within the next few weeks, be holding annual meetings and other functions which give an opportunity to the whole of the members to show their interest in the Association and its work. These gatherings should provide the means of arousing enthusiasm for organisation. Every opportunity should then be taken to drive home the issues which we may have to face in the near future and to use the President's own words, to tell "the members what N.A.L.G.O. has done, what it will do and what it offers."

PUBLIC ASSISTANCE

WHEN the passing of the Local Government Bill, 1929, was a foregone conclusion, men of vision in the Poor Law and Local Government services realised that the future of all local public officers depended on the construction of one united organisation. With that object, conversations were held between N.A.L.G.O., the National Poor Law Officers' Association, and the Poor Law Officers' Union. The history of those negotiations and their outcome is known to every member of the service. At the time there was regret that the Poor Law Officers' Union did not decide to amalgamate with N.A.L.G.O. Doubtless its members thought they were doing the right thing for the few thousand Poor Law officers at their back. Afterwards, they made the mistake of endeavouring to compete with N.A.L.G.O., and all who had long experience in organisation knew quite well that, sooner or later, they would not be able to continue as a separate organisation. Now we understand, from their official journal, that the members of the National Union of County Officers (which is the new title of the old Poor Law Officers' Union) are asked to decide by referendum whether the N.U.C.O. shall amalgamate with a large union of industrial workers. Once again, the decision must be their own responsibility. But for the serious consideration of every transferred officer in the Local Government Service, we suggest that this is the time to reflect upon this important question of organisation. N.A.L.G.O. has a membership of 65,000; it is sound financially; its authority and influence are great; it has an extensive range of activities which confer benefits upon those who take advantage of them; it has a well-tuned and effective system of organisation; it knows, as no other organisation knows, every detail of the service conditions of Local Government officers; it has a special committee which devotes all its time and thought to the interests of transferred officers; and, in short, it is the natural home of every official engaged by the Local Authorities of England, Scotland and Wales. Since success in organisation can be measured only by the support obtained from Local Government officers, those who are not in N.A.L.G.O. are wrecking their own bargaining power as well as that of their colleagues.

HEADQUARTERS AND BRANCHES

List of Recent Communications sent from Headquarters to Branches.

SEPTEMBER 30.

Circular No. 54 Gen.

Dealing with the effect of reductions in salaries on superannuation calculations and giving suggestions as to the manner in which an adverse effect on superannuation allowances might be avoided.

Circular No. 55 Gen.

Adverting to a previous warning as to the possibility of an increase in the cost of living and calling attention to the decision of the Government to abandon the gold standard which might have a distinct tendency in that direction; advising that this point should be kept in mind and that local authorities should be asked to defer consideration of reductions until the effect on the cost of living is known; alternatively, that provision should be made for reconsideration in the event of increase in the cost of living.

CHIEF: "I have sent for you half a dozen times. Where have you been?"
FRESH YOUNG CLERK: "To get my hair cut, sir."
CHIEF: "What! In Council time?"
FRESH YOUNG CLERK: "It grew in Council time."

Circular No. 56 Ed.

(*a*) Directing attention to the addition of two subjects to the Nalgo Final Examination Syllabus to serve the requirements of clerical and administrative officers in Public Assistance Departments, and forwarding an addendum slip for insertion in the official copy of the Nalgo Examination Syllabus;

(*b*) Enclosing a copy of the Autumn Programme of courses offered through the Nalgo Correspondence Institute.

Circular No. 57 Gen.

(*a*) Enclosing copy letter dated September 26, 1931, from the Board of Education with extract from the Official Report of Parliamentary Debates in the House of Commons on Thursday, September 24, 1931, making it clear that the Board of Education Circular 1413 is not at variance with the Ministry of Health Circular 1222 so far as it refers to salaries of officers;

(*b*) Enclosing for information copy of circular letter dated September 28, 1931, from the Ministry of Transport in regard to salaries of officers in Local Taxation Departments;

(*c*) Stating that many members of local authorities do not realise the great increase in the volume and pressure of work which Local Government Officers had experienced and the notable absence of any tangible recognition therefor and enclosing a list of 117 Public Acts passed since 1918 and the number (1,613) of Statutory Rules, Orders, and Regulations, Circulars, Memoranda, &c., issued over the same period, all bearing on Local Government and requiring careful consideration and observation by officers in some section or sections of the Local Government Service;

(*d*) Forwarding a summary of information *received to date* as to proposals and decisions with regard to salaries on grounds of national economy.

OCTOBER 7.

Circular No. 59 Gen.

Calling attention to the impending publication of the Nalgo Diary for 1932, giving description thereof, and enclosing an order form for the branch supply.

Circular No. 60 Gen.

Dealing with the question of reductions in salary to the effect on superannuation calculations and Income Tax.

Supplementary List No. 1 of proposals and decisions with regard to salaries on grounds of national economy.

OCTOBER 15

Circular No. 61/Gen.

Setting out the case which had been submitted to Counsel in regard to the effect of salary reductions on superannuation calculations and assessment to Income Tax, and enclosing copy of the Opinion of Counsel.

Supplementary List No. 2 of proposals and decisions with regard to salaries on grounds of national economy.

Circular No. 62 Gen.

(*a*) Forwarding a few copies of the list of amendments to National Rules since 1927;

(*b*) Notifying that Education Correspondents have been appointed in 168 branches and suggesting that an Education Correspondent should be appointed by branches that have not yet made such appointment;

(*c*) Asking that facilities available for study through the Nalgo Correspondence Institute may be brought to the notice of the younger members of the Association.

OCTOBER 16.

Circular No. 63 AS. (Approved Society Local Correspondents).

Notifying reduced rates of grant for Hospital Benefit.

OCTOBER 19

Circular No. 64 Prov. (Prov. Society Local Correspondents).

(*a*) Asking for special efforts to obtain new members in the Sickness and Death Benefit sections by December 31, 1931;

(*b*) Notifying that practically the whole of the members of the Provident Society Life Assurance section had agreed to transfer their benefits to Logomia; that the combined Life Assurance Fund now totals nearly £50,000 and has a premium income of £15,000 per annum; that new schemes are being examined and that a new comprehensive Prospectus would be issued at once;

(*c*) Directing attention to the Householder's Comprehensive Policy with its low premium and free renewal every sixth year in the event of no claim having been made;

(*d*) Intimating that the Mortgage Scheme has been thrown open to *all* members of N.A.L.G.O. and that a combined scheme of Endowment Assurance and House Purchase is contemplated.

CONGRATULATIONS

Hearty congratulations to the following on having passed the examination held by the University of London for the Diploma in Public Administration: Dr. J. A. G. Keddie (Public Health Department, Dover), Mr. A. C. Ross (Education Department, East Ham), and to Mr. W. S. Brookes (Clerk's Department, Weston-super-Mare), Mr. A. Walsh (Weights and Measures Department, Bath), on having passed Part I of the same examination.

(The list of successful candidates contains a number of other names, some of whom may be local government officials, but whose membership has not yet been traced.)

BOWLS

In the final of the Metropolitan District Bowl Competition the results were:—

RINK ("Stanley Crosse" Cup).—Paddington (G. Brown, T. F. Dunning, C. A. Birtles, and A. J. Croxford, skip), 26; St. Pancras (A. W. Robinson, D. Crosier, R. G. Robinson and W. H. Booth, skip), runners-up, 12.

PAIRS ("Paddington" Cup).—Paddington (T. F. Dunning and C. A. Birtles), 24; Surrey (E. Bacon and C. H. LeGassick), runners-up, 16.

SINGLE HANDED ("Edwin Hayes" Cup).—Surrey (W. Parr), 21; Paddington (G. Brown), runners-up, 15.

DIPLOMAS IN PUBLIC ADMINISTRATION

WORK which the Association has been doing for some time, persuading universities up and down the country that they do not pay sufficient attention to the academic needs of members of the local government service, is having considerable effect. The pioneer is, very properly, the University of London, which several years ago established a full Diploma in Public Administration, for both internal and external candidates. The University of Manchester followed shortly afterwards by setting up a degree and certificate in similar subjects. This year comes the news that at the University of Liverpool candidates can be prepared for a Diploma in Public Administration. Officers in Yorkshire have for several years been able to take a diploma in Education Administration at Leeds University, but owing to the negotiations undertaken by the Yorkshire District Committee of N.A.L.G.O. the University has expanded this activity into a Diploma of Public Administration with suitable courses of preparation. Thus in key positions throughout the United Kingdom we find universities realising that the work performed by local administrators is of public importance and that there is a need for the training of officials in the principles which underlie the whole of their work.

We have, in the past, regarded the local government service too much as split up into compartments for lawyers, accountants, education officials, engineers, and so on. Perhaps this is the natural outcome of our struggle for the greater recognition of our contribution to national welfare. Now that we have gained some measure of reward for our services, ought we not to try and break down the barriers of this strong sectionalisation and turn our attention to problems of far-reaching importance in the service? For instance, we must not allow the Ministry of Health to think that they alone are able to sense the needs of local government and propose the problems which we must face. Rather must we be prepared to give a lead and say what we from our experience in the county and town believe to be the proper route of advance.

Parliament has considered it advisable to require the compulsory registration of medical practitioners, dental practitioners, and solicitors and many other professional groups are similarly organised into societies which supervise the education and training of their members. The work of the local government officer, however, is equally necessary in our complicated social structure and yet there are haphazard, utterly illogical methods of recruiting in many areas and very little provision for further education outside the societies.

N.A.L.G.O. was among the first to emphasise the necessity for a broader outlook on problems of local administration and to realise that the best theoretical training for this kind of work could only be undertaken in a university atmosphere. Representatives of the Association sat round the table with representatives of the University of London and other bodies when the syllabus for the first diploma was being prepared. It guided the hands of those pioneers.

Several years elapsed, during which considerable experience of the working of this diploma was gained and then came the resolution at an annual conference of the Association, moved by the Scottish members, asking for the Association to arrange closer contact with the universities and university colleges in the kingdom. The result of the negotiations which followed has been outlined very shortly at the head of this article. Developments are likely to take place and it is hoped that diplomas will soon be offered by the Universities of Sheffield, Glasgow and Edinburgh. Offers of co-operation have come readily from various other universities and university colleges in England and Wales, but the time is not opportune in these areas for immediate action.

Entries for the N.A.L.G.O. EXAMINATIONS

to be held on January 21, 22, 23, 1932, should reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, S.W.1, on or before December 1, 1931

Perhaps it would be appropriate to say that study for the diploma necessitates careful consideration of the science of public administration, social and political science, and economic theory, together with such other subjects as the structure and functions of local government, social administration, economic history, public finance, statistics, constitutional history, and the economics of public utility and public enterprise.

It is obvious that with the present state of local government this diploma cannot give a qualification similar to the professional certificates. For the present those officers whose work in certain departments makes the possession of professional certificates almost a necessity would be well advised to take these first, and then continue their education into the more cultural fields of the diploma syllabus. They will thus superimpose upon their professional qualification an academic diploma in a similar way to doctors in the service who superimpose the Diploma in Public Health upon the general structure of their medical education.

(*Continued at foot of column 3.*)

Local authorities recognise the importance of the training given by a course for the Diploma in Public Administration and are encouraging their officers to attend the university courses.

There is a definite need, and it is hoped that soon there will be a definite place, in local government for the officer who is trained to diagnose correctly the requirements of his authority's district, and by his reports and advice assist his council to provide all the services which can properly be dealt with through local government.

When this state of affairs arrives the local government service will be regarded with respect by the general public and the officer's salary, as a consequence, will not be lightheartedly raided whenever it is necessary to save a few pence in the pound on the rates.

The General Secretary of the Association (24 Abingdon Street, Westminster, S.W.1), will be pleased to give by correspondence any further information which members may require about the Diplomas in Public Administration. T. H.

GRAMOPHONE NOTES

An ever-changeable programme, with something for all tastes to enliven the long, dark evenings, is provided by the October output of "His Master's Voice" records.

There is Dvorak's popular Symphony No. 5 in E Minor rendered by that superb assembly of artists, the Philadelphia Orchestra, conducted by Stokowski. Our own London Symphony Orchestra gives a magnificent performance of Tchaikowsky's "Francesca da Rimini," the best known of this composer's symphonic poems and based on the love story in Dante's "Inferno." Another gem provided by the Vienna Philharmonic Orchestra is "Pique Dame." There is no combination more suited to give us the waltzes of the Strauss's than Marek Weber and his orchestra. These are found on C2198, a fantasia on melodies of Johann Strauss, and DB1543, luscious fragments from "Der Rosenkavalier."

Of the vocal items one must not miss Bockelmann's magnificent singing of the Cobbling Song from the second act of the musical comedy, *The Mastersingers*. Pertile will be popular with "Naples, Your Song is Everywhere," from the film "City of Song." He also gives "A Dream of Capri," while Derek Oldham adds two more Italian numbers, "For Ever and for Ever" (Tosti), and "'Tis the Day," by Leoncavallo.

EXAMINATION SUCCESS

Mr. J. C. Barr, of Normanton, and Mr. H. Murray Marklew, of Ealing, this year share the prize awarded to students taking the first year B.Sc. (Engineering) course at the University of London, University College. The prize is awarded on the results of examination in all subjects combined.

(*Continued from column 2.*)

EDUCATION OFFICERS:

Special attention has been given to the requirements of Education Officials when planning the N.A.L.G.O. Exams. Full courses for these Exams. are available through the N.C.I.

If officers do not wish to take a full Exam. course, the following single-subject courses may be studied:

A. Education Service—General Principles. Fee - 35s.

B. Education Service—Administration. Fee - 40s.

Full particulars from the

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(*for Municipal Accountants*)

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BRANCH & DISTRICT NEWS

BRADFORD

Although the Association offered the most strenuous resistance to recommendations made by the Estimates Sub-committee at Bradford with regard to the reduction of officers' salaries, it was found impossible to persuade the council not to adopt such recommendations at their meeting on September 22. An amendment was agreed upon to except from the reductions £100 of salary in certain cases. At a meeting on October 15, however, the Estimates Sub-committee made certain revised recommendations of a more favourable character to the staff.

A GRACIOUS tribute was paid to Mr. J. W. Forster, Borough Treasurer, Tunbridge Wells, by the Town Council at its last meeting. Mr. Forster retires from a position he has held for the past thirty years, and his recent farewell to members of the Council and his

MR. J. W. FORSTER

colleagues on the Council staff was marked by the presentation to him of an all-electric portable wireless receiving set, suitably inscribed. A gold-filled Swan fountain pen was presented to Mrs. Forster.

Councillor A. Dennis, the Mayor, making the presentations, said Mr. Forster, in his capacity as Borough Accountant and later as Borough Treasurer, had been the counsellor of every Finance Committee.

Mr. Forster, who was appointed to the Royal Borough, Tunbridge Wells, thirty years ago, is an honorary freeman of the town. He is a member of the Institute of Municipal Treasurers and Accountants (president 1916–19), Fellow of the Society of Incorporated Accountants and Actuaries, Fellow Royal Statistical Society, and Member of the Institute of Public Administration. He was a strong supporter of Nalgo, was one of the pioneers in the advocacy of superannuation for local government officers, and was the honorary treasurer of the Association from 1908 to 1916.

CHINGFORD

On Thursday, October 8, the staff of the Chingford Council gathered to express goodwill to Dr. A. Gardiner, Medical Officer of Health, who was relinquishing his duties under the Council.

After tea, taken in the Council Chamber, Mr. A. S. Coldham, Clerk to the Council, expressed regret at losing such a valued officer and ably referred to the good impression and respect that Dr. Gardiner had made with the Council and amongst his colleagues. Mr. Stanley J. Hellier, Engineer and Surveyor, also spoke appreciatively and commented on the happy associations enjoyed with Dr. Gardiner.

Dr. Gardiner came to Chingford in March, 1930, and leaves to take up the appointment of First Assistant County Medical Officer of Health at Chelmsford. He has made many friends by his frank, genial and sociable disposition. There exists a mutual satisfaction that he will still be able to make frequent visits to Chingford.

COLCHESTER

The seventh annual dinner of the Colchester Branch of N.A.L.G.O. was held at Nuthall's Oak Hall, Colchester, and was attended by a large company of members and friends. The president, Mr. R. L. H. Hiscott, presided, and was supported by the Mayor and Mayoress, Councillor and Mrs. Wm. C. Harper, and all the principal officers.

The Mayor, responding to a toast, said corporation work was becoming more involved and they must have an efficient staff to deal with that work. They would have to go a long way to find a staff that would compare with their own. They had some of the best workers from the Town Clerk down to the junior assistants. To the latter he would say that they had, as heads of their departments, experienced men who were looking after their welfare.

Mr. H. E. Isom, the hon. secretary of the branch, said seven years ago there were thirty members. They now had nearly a hundred, but not 100 per cent., and that was what they wanted.

EAST MIDLANDS

A well-attended meeting of the East Midlands District Committee was held at the Guild Hall, Northampton, on September 26. Mr. J. W. Sharpe (Northampton) presided, supported by the President of the District Committee (Mr. W. R. Kew, Town Clerk of Northampton) and Mr. J. Chaston (Clerk of the Kettering Urban District Council).

Mr. Chaston reported fully on the special meeting of the National Executive Council, of which he is a member, held on September 19, when the Ministry of Health's Circular 1222 and the national crisis were considered. Reports were also received from representatives of branches as to the attitude being adopted by their respective councils. It was generally recognised that, as had been expected, the East Midland authorities were dealing with a difficult situation fairly and equitably.

Miss F. R. E. Davies (Notts C.C.), Mr. J. Chaston (National Executive Council), Mr. W. G. Key (Lindsey C.C.), and Mr. J. W. Sharpe (Northampton) were appointed to represent the District Committee on the East Midlands Regional B. and O. Committee.

EPSOM

The annual cricket match between the staffs of the Epsom Urban and Rural Councils took place on the Epsom College ground, ending in a draw much in favour of the Rural Council. Batting first, they declared when they had scored 178 for four wickets (C. Waters, 65; F. H. Wiltshire, 57; W. E. Green, 27 not out), and the Urban Council had secured 102 for eight when play ceased. For the Rural Council, G. H. Chandler took four wickets.

An enjoyable evening was spent by members of the staffs and friends at the Christ Church Hall.

BRANCH & DISTRICT NEWS

GRAVESEND

The first annual dinner of the Gravesend Branch was held at the Bat and Ball Hotel on October 2, Major G. W. T. Coles, chairman of the branch, presiding over the company, which included the Mayor and Mayoress and members of the Council. The chairman, replying to the toast of the National Association, proposed by the Mayor, stated that the branch was formed in March last and had a membership of fifty-six and was only three or four members short of the 100 per cent. Councillor G. R. Croft, Chairman of the Finance Committee, also responding, paid tribute to the educational facilities offered by the Association and said that in his opinion one of the best forms of economy was efficiency, and he did not agree that there was any call for reductions of salaries and wages.

NORTH WALES DISTRICT

The annual meeting of the District Sub-committee was held at Wrexham on October 10. The hon. district secretary, Mr. R. Hext, Colwyn Bay, presented his report, dealing with membership, annual conference, B. and O. Fund, sports, outing, etc. The D.O.S., Mr. Haden Corser, spoke upon questions of work, national economy, salary reductions and Nalgo activities in general. The suggested formation of a Provincial Whitley Council (Administrative Staffs) was remitted to branches for discussion and will come before the next meeting. Retiring officers re-elected were Mr. G. Vernon Price (Wrexham R.D.C.), chairman; Mr. J. Douglas Jones (Rhyl U.D.C.), vice-chairman; Mr. R. Hext, hon. district secretary (Colwyn Bay U.D.C.). The same officers were appointed to act on the General Purposes Committee of the North-western District.

NORTH-WESTERN DISTRICT

A meeting of the North-western and North Wales District Committee was held on October 3 at the Chester Castle, Chester. In the absence, through illness, of the Mayor, Alderman John Morris, the delegates were welcomed by the Sheriff of Chester, Councillor Robert Matthewson. In the course of his speech, Councillor Matthewson said that he had been reading something of the objects of the N.A.L.G.O. and was especially pleased to notice that one of the main objects was to foster and maintain educational facilities for the benefit of members. He referred to the additional responsibilities which are being thrown on to local government and said that if local government officers were to keep up successfully with the increasing problems it behoved everyone to use all the means possible to reach the highest peak of efficiency. He thought it true to say that Councils were not slow to appreciate the efforts of those who strive to attain that efficiency.

There was a large attendance of delegates at the meeting. The principal interest centered round an item on the agenda dealing with the present financial crisis in its relation to the local government service. Reports were received from branches regarding movements by the various Councils in the direction, or otherwise, of salary deductions, and appreciation was expressed for the help received both from headquarters and the divisional office in this connection. After the meeting the delegates were entertained to tea by the Chester City and Chesire County Branches.

PEMBROKE

Mr. G. W. Mann, who recently left Pembroke Dock to take up the appointment of Surveyor and Water Engineer to the Diss Urban District Council, held the position of Borough Engineer and Surveyor to the Borough of Pembroke for a period of seven years, having previously been Assistant Surveyor for five years. On the day of his departure Mr. Mann was presented with a gold mounted fountain pen and pencil as a memento of a happy sojourn amongst his colleagues. The presentation was made by the Town Clerk, Mr. R. D. Lowless, on behalf of the office staff.

SOUTH SHIELDS

The South Shields Public Assistance Committee, despite the successful resistance of the Association against the previous proposals in the early part of the year, have again made exaggerated and "dragonish" recommendations with regard to the salaries and ration allowances of the officers at the Harton Institution. The Association will resist the recommendations as strenuously as it did previously.

(*Branch and District News continued on page 302*)

The death of Miss Beatrice Jeaffreson, on October 4, after a long illness, has removed from the Liverpool Public Health Department one of its most efficient and devoted officers. One of the pioneers of social work among the women and children of the working classes, she brought the experience of her earlier work at the University

MISS B. JEAFFRESON

Settlement to her duties as a Health Visitor in the Sanitary Department of the Liverpool Corporation. During the War she was transferred to the North Haymarket munitions factory as Welfare Worker, where her fine work was much appreciated by the women employees.

A colleague writes: "A public spirited woman of high intellect and great charm, she carried a sparkle of puckish humour and kindly wit into the gloom and sordidness of even the lowest stratum of life into which her work at times led her. To this was allied the utmost generosity and devotion to the people among whom she worked, the mothers and children of the working classes. In spite of failing health and a physique ill-fitted for the hard daily round which her work entailed, and a natural repugnance for the ugly facts of life, the human interest spurred her on and triumphed over the erratic and casual tendencies of a temperament more equipped on the imaginative than the practical side."

It is well known to members of the N.A.L.G.O. with what zeal she applied herself in the interests of her fellow workers.

LONG SERVICE

Mr. Samuel Gardner has now completed fifty years' service with the Preston Corporation. He commenced as a junior in the Borough Surveyor's Department at the age of thirteen. He was appointed a School Attendance Officer in 1889 in which capacity he is still employed. He is a member of the Preston Branch of N.A.L.G.O.

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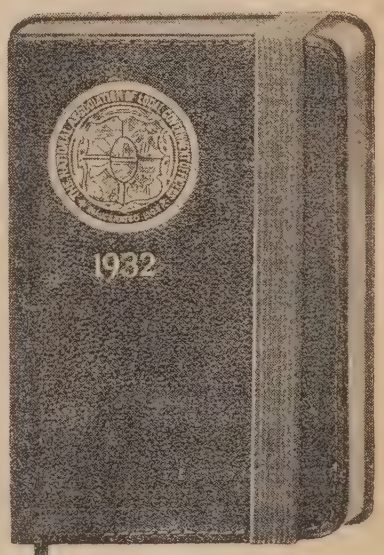

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NALGO APPROVED SOCIETY

HOSPITAL BENEFIT

At a meeting of the Committee of Management of the Approved Society, held on September 26, it was decided that in future the maximum grant under hospital benefit should be £2 2s. a week for a period of four weeks, whether a member went into a nursing home or a hospital for the treatment required.

During the past nine months, expenditure under this benefit had been very heavy indeed, and consequently the grants made have had to be reduced. Attention is, therefore, called to the amount of the grant which can be obtained from the Society by members who are about to enter either nursing homes or hospitals, in order that they may be in a position to gauge their commitments.

Grants in respect of surgeons' fees for operations will be on the following basis :—

(1) Two-thirds of the fee up to a maximum grant of £8 8s. in the case of major operations, and

(2) Two-thirds of the fee up to a maximum grant of £4 4s. in the case of minor operations.

OBITUARY

MR. J. DRUMMOND

News of the sudden death, while on holiday, of Mr. John Drummond of Kinghorn, came as a shock to his many friends in Fifeshire. For two years he was president of the Fifeshire Branch and took a deep interest in all the Association's affairs. The sympathy of Scottish members goes out to his widow and family in their sad bereavement.

MR. C. F. SMELLIE

Fife members will regret to learn of the death of a former treasurer of the branch, Mr. C. F. Smellie, late Governor of Thornhill Poorhouse. Mr. Smellie, who was of a quiet and retiring disposition, had been in indifferent health for the past two or three years. To his widow and family sympathy is extended.

TALKS ON RUSSIA

THE NEW RUSSIA. Price 3s. 6d. net. Faber & Faber, London.

This volume, which contains eight broadcast talks, is a contribution to the study of the Russian problem. Its pages make it more easy to understand what is actually going on, than was the case with the wireless talks, because one can digest the points at leisure. The summing up by Mr. H. G. Wells is valuable and much can be learned from these reprinted talks by those who desire to face the facts. They should be read because they give the clearest and truest picture of affairs in Soviet Russia available in this country

SCOTTISH NEWS

BY THE D.O.S.

IN Scotland, as elsewhere, the burning question for the past month has been salary cuts. Our work at Scottish Headquarters and the activities of branches have been of the liveliest description, and yet there seems comparatively little to report at the moment. Arrangements have been made with several Council committees, but these have yet to be confirmed.

DUNDEE

It is most unfortunate that Dundee Corporation was so early on the field with its drastic proposals for salary cuts. Originally a 10 per cent. cut was proposed. The Association was at once in opposition and delayed matters for several months. Then came the Government Circular 1222. The Council decided to depart from the 10 per cent. proposal and to make no cuts on salaries up to £90 and 7½ per cent. on salaries above £90. The Association regard this decision as not meeting the Government's request for equality of sacrifice.

EDINBURGH

Arrangements have been made in Edinburgh, although not yet confirmed by the full Council. These provide for no cuts for those members of the staff who are on the new entrants' scales and whose salaries do not exceed £475. Those officers on the old scales, which were formed by merging the bonus at a cost-of-living figure of 72 points, are subjected to a cut of 4 per cent. on the first £250 of salary, 4½ per cent. on the next £250, 5 per cent. on the next £500, and 5½ per cent. on that portion of salary above £1,000. At a meeting of the branch executive the D.O.S. reported on the various interviews he had had with Council sub-committees and submitted the draft agreement, containing clauses providing for superannuation to continue on the basis of existing salary scales, exclusive of any deductions; for revision of the Agreement at (1) May 15, 1933, or (2) when the cost-of-living index figure rises to 64 or (3) when the cost-of-living index figure falls to 32; and for the adjustment of details to avoid anomalies. After considerable discussion, the draft Agreement was approved and the D.O.S. was thanked for his successful work.

GLASGOW

In Glasgow, it was proposed to allow the full operation of the cost-of-living Sliding Scale Bonus (suspended at the request of Nalgo in September, 1930) on Graded Staffs. A reduction of 7½ per cent. on those above the scales was originally proposed, but after negotiations, this reduction was reduced to 5 per cent. At last meeting of the Corporation the minute was remitted back. Another matter of concern to many of the transferred officers has not yet been decided, but in all probability there will be a decision of the Council favourable to Nalgo's contention before this journal is in the hands of our readers. The position is, that a number of transferred officers, when placed on the Corporation Scale, had their salaries reduced. The D.O.S. contended that this could not legally be done and we understand that a sub-committee of the Corporation, following on a report by the Town Clerk, is now recommending that the salary be made up to the old figure. Notices to this effect will probably be in the hands of those concerned within the next week or two when they will then be in a position to accept the appointments offered them in June last.

PAISLEY

Paisley Corporation have decided on the following deductions : Up to £156, no cut; from £156 to £299, 2½ per cent.; from £300 to £399, 5 per cent.; from £400 to £649, 7½ per cent.; above £650, 10 per cent. The branch had a communication from headquarters on the subject, asking that they be allowed to discuss the whole question of Grades and Scales of Salary with a Committee of the Corporation, and the Town Clerk has written to say that a meeting will be arranged

CLYDEBANK

The D.O.S. has had an interview with the Corporation Economy Committee and also with the full Council, which met in Committee. The decision of the Council was that up to £[illegible] per annum, no cut be made; from £105 to £450, 5 per cent.; and over £350, 7½ per cent.

LINLITHGOWSHIRE

On October 16, Mr. Robson, the branch secretary, and the D.O.S. had an interview with the Convener of the County and the Convener of the Finance Committee with regard to questions of compensation and salary cuts, but the result of this meeting can not yet be reported.

LANARKSHIRE

On October 15 the action in the Court of Session, which raises the question whether a Council can reduce the salaries of transferred officers, appeared in Lord Fleming's Adjustment Roll and by consent of parties the action was listed *in hoc statu*.

AYRSHIRE

An interesting meeting of the chief officials in the town and county of Ayr was held in the County Hall on October 9, when the County Clerk (Mr. James E. Shan) presided. The meeting was convened in order chiefly to lay before the officials the aims and objects of Nalgo and this was admirably done by Mr. George S. Barry, the County Road Surveyor, while Mr. James E. Howie, County Public Assistance Officer, also spoke. The chairman made an interesting statement of his views on salary cuts. The branch in Ayrshire has added largely to its members.

PERTH

The branch held a fine propaganda meeting on October 16, when about eighty were present. Mr. J. E. F. Reed, of Dundee, and the D.O.S. addressed the meeting and the latter answered a number of questions. Mr. Langlands made an excellent chairman and the meeting was a great success.

FIFESHIRE

A meeting of the branch was held in Kirkcaldy, when salary cuts were discussed and after hearing a statement from the D.O.S., it was decided to leave the subject to a small committee. In Fifeshire the School Management Committee clerks, who lost office, were denied compensation by the County Council. The contention of the County Council was that the loss of office had not arisen in consequence of the Act, but owing to a re-arrangement of areas. On this question the Association obtained the opinion of counsel and a test case was raised in name of the late Mr. John Drummond. The Secretary for Scotland decided that the loss was in consequence of the Act and that compensation was payable, and the County Council have now asked all the clerks concerned to lodge claims.

BRANCH AND DISTRICT NEWS

(*Continued from page 301*)

WEST CORNWALL

A meeting of the West Cornwall Branch of Nalgo was held at Penzance on October 5. Alderman R. Hall, Mayor of Penzance, presided at the opening and paid a compliment to the work performed by local government officers in the area. The question of national economy and its possible effects on local officers' salaries was given careful consideration, but at the moment no action was though necessary by the branch. The matter is again down for hearing at the annual meeting to be held on October 31

Regarding the application of the Local Government Act, 1929, and the Review of County Districts, it was resolved to write the County Council asking them to make adequate provision in their tentative proposals for officers whose positions may be affected by the amalgamation of districts. A resolution was passed calling upon the National Executive of Nalgo to reintroduce their Bill for compulsory superannuation at the earliest possible date. A considerable increase in membership was recorded.

BOOK REVIEWS

LOCAL GOVERNMENT IN THE MODERN CONSTITUTION. By W. Ivor Jennings, M.A., LL.B., Barrister-at-law. Price 3s., by post 3s. 2d. Chas. Knight & Co., London.

IT is not often that the activities of the Association are responsible for the publication of books for the general public, but in the last year N.A.L.G.O. has been twice honoured in this respect. At the first Summer School held by the Association at Keble College in 1929 a series of lectures was given by Dr. W. A. Robson, which was later expanded into *The Development of Local Government*. The book is published by George Allen & Unwin at 12s. 6d.

This year Mr. W. Ivor Jennings, M.A., LL.B., of Gray's Inn, Barrister-at-law, was asked to give a series of lectures at the Summer School in Oriel College on the subject of "Control in Local Government." Mr. Jennings, who is a reader in English Law at the University of London, told us that when he undertook to lecture he asked himself what general conclusions he could draw as a result of his experience. Two things in the realm of legislation had struck him most forcibly. First, there was the superiority of delegated legislation over legislation which had to be passed by Parliament; and secondly, there were the complications, delay and expense attendant upon the acquisition of new powers by local authorities. Recent decisions of the courts in local government matters had impressed him with the frequency with which statutory powers were interpreted in such a way as to hinder efficient administration. These problems, he saw, involved the fundamental question of the relations between local and other authorities in the English constitution. He decided, therefore, to discuss in his lectures the relation between local government and central government, or *decentralisation*; and the relations between local authorities and the Courts, or *bureaucracy*.

The lectures are now published in the book under review. Those who were not fortunate enough to be able to attend the N.A.L.G.O. Summer School may read for themselves what they would have heard, had they been present. We are told in the preface that the lectures "are published as they were written for delivery, without alteration." The result is to introduce a personal note which adds to the attraction of the book, though it is the subject of an apology in the preface.

The book is divided into two parts, one entitled "Decentralisation," the other "Bureaucracy." The main theme of the first is an attack upon the present system of Private Bill legislation, together with a suggestion that Parliament will have to delegate further powers to local authorities, not merely to make local government more effective, but in order to relieve its own members of the pressure of work which they are now unable to perform. The second part discusses the rules of law and the attitude of the Courts in disputes involving local authorities, and especially in the interpretation of local government statutes. Examples are given from the Derating cases and recent cases on prerogative writs, and it is suggested that what is needed is a new Administrative Court, specialising in Administrative Law and developing its own technique of interpretation. The criticisms of the housing cases and the Sunday cinemas case are particularly devastating.

It is unlikely that there will be complete agreement with all the views that are expressed by the author. There may even be violent dissent in some quarters. All who are interested in local government, however, as members or officials of local authorities or otherwise, will read the book with interest. We were delighted to make friends with Mr. Jennings at the Summer School. This little book, the result of his contact with us, is worthy of high praise. Printed in readable type, it slips easily into the pocket.

T. H.

MOVEMENTS OF MEMBERS

Slough U.D.C. has filled a vacancy in its Accountancy Department by appointing Mr. M. T. Dering (Sutton and Cheam), Accountancy Assistant.

* * *

Mr. T. Pickering, City of Oxford, goes to Lancashire C.C. as District Sanitary Inspector.

* * *

Mr. and Mrs. A. R. Jeffries, of East Sussex, go to New Yarmouth as Master and Matron, Poor Law Institution.

* * *

Mr. Dawkins, late of Southall—Norwood U.D.C., has been appointed Building Inspector, Southampton.

* * *

Mr. A. J. Cole, a Gloucester officer, is now Clerk (Class III), Essex County.

* * *

Mr. R. E. Dixon, Doncaster, to Chief Clerk, Borough Treasurer's Department, under the Hartlepool Borough Council

* * *

Mr. H. K. Pickles, Keighley, to Clerk for Higher Education Institutes in Chesterfield and District under the Derbyshire County Council.

* * *

Mr. Ieuan Evans, Brecknock R.D.C., his new post is Assistant Clerk and Rating Officer, Chippenham R.D.C.

* * *

Mr. A. W. Mason, Buxton, has been appointed Chief Clerk, Borough Surveyor's Department, Windsor.

* * *

Mr. S. Elmett, Hackney, has been appointed to a clerical post under Barking Borough Council.

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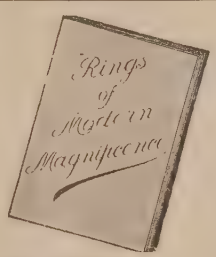

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SPORT

CRICKET

The final of the Metropolitan district Cricket Shield, between West Ham and Hammersmith Branches, was played on the County Ground, Leyton, by permission of the Essex County Cricket Club, on Thursday, September 6, resulting in a win for West Ham Branch, holders of the trophy for the second year in succession. Bowlers found their task difficult on a perfect batsman's wicket. Hammersmith batted first and compiled exactly 100, and West Ham, after losing an early wicket, passed this score with three wickets down.

After the game a pleasing little ceremony took place in the pavilion, when the Town Clerk of Hammersmith, Mr. H. Royle, who was also a member of the team, presented the shield and trophies to the winners and made some encouraging remarks with regard to the sporting side of N.A.L.G.O. The trophies for the runners-up were presented to the Hammersmith team by Mr. L. W. Townsend, the Hon. Secretary of the Metropolitan District Cricket Section.

A STUDY IN CHARACTER

By A. E. Western,

City Treasurer's Dept., Exeter

THE weekly payment of superannuation allowances to aged workmen affords much of interest to the young local government officer who is also a student of character and human nature. One grows to like these old road-sweepers and dustmen, with their weather-tanned faces and horny hands; and one is also surprised to find that, wholly illiterate as some of them are, they have an inherent native wit, and can, when occasion permits, crack a really good joke.

In they come, with slow, measured footsteps (occasionally one of them forgets which day is "pay-day," and wanders in before the pension is made up). Here is one old fellow solemnly approaching the pay counter. Every week, with unfailing regularity, he repeats the same sentences in his rich Devonshire tongue, "I bain't no scholerd, zur, I went out in the fields to work when I was nine." This week he has been granted an extra allowance, but as he is unable to read or write, and is somewhat deaf, it is rather difficult to explain this to him. He takes his money and respectfully murmurs a "Thankee, zur," and proceeds—not with any amazing speed, for his fingers are rheumatic—to count it up.

That such men can count at all, is always a mystery to me, but there it is, he does so, and immediately, but deliberately, rejects the additional allowance. One earnestly and fluently assures him that it is in order, but it is a considerable while before he will cease muttering "wrong money, wrong money."

A little later, another poor old fellow comes in. He could write his name once, but now he is getting blind, and after doing his unsuccessful best to keep his signature on the line, was persuaded to make an "X." The other day he groped around, and at last found a pen. We have a bell on the counter; this the poor old chap grasped, and, feeling that it was circular, endeavoured with much persistence to insert the pen therein. At last, when I had helped him to find the real ink-pot, he said, "Where be it to, zur," so I put my finger on the line, and he, fearing to lose the place, made a dart, placing an excellent cross on my finger-nail.

Such are among the classes with which the local government officer has to deal, and one feels that he cannot be other than patient and kind to these old folk, not alone because it is the right thing, but because some of us may have to pass that way.

CROSS WORD

Owing to pressure on our space, the solution to the Crossword Puzzle which appeared in our October issue and the puzzle this month are held over.

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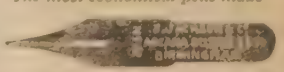

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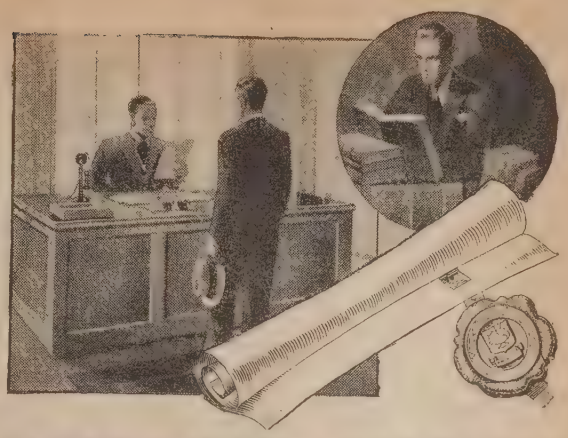

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GAME OF CHESS

By ANSELMO LOPEZ

PROBLEM No. 11 (by B. G. Laws)

Black—3 pieces

White—3 pieces

White to move and mate in three moves.

THIS MONTH'S PROBLEMS

Our problems this month are the compositions of a problemist who filled a leading place in the British chess world for more than half a century and who passed beyond the veil towards the end of September, in his seventieth year. Amongst the many tributes paid to his memory one appears in the October issue of the *British Chess Magazine* from the pen of Mr. T. R. Dawson, who says that "by his writings and countless tourney judgments Mr. Laws, more than any man, created the English School of chess problems."

INTERESTING MATCH

The most interesting match of the early days of the current London season took place at the Ministry of Health on September 10. It was a fifty-board match between the Civil Service and Surrey. The result was a victory for Surrey, by 29 games to 21. The scores—Surrey names first—on the top boards were as follows:—

H. Golombek, 0; B. H. N. Stronach, 1. F. F. L. Alexander, 1; W. O. Woodfield, 1. H. C. Griffiths, 0; P. Coman, 1. G. Treganza, 1; W. Henderson, 0. R. L. Mitchell, 0; C. M. Cordingley, 1. P. Howell, 1; W. S. Wallis, 1. A. D. Barlow, 1; J. P. Goodfellow, 1. Dr. F. St. J. Steadman, 1; P. Riley, 1. J. Hunter, 1; M. Robinson, 1. P. H. Birch, 1; W. A. Davidson, 0. R. Hartnett, 1; F. H. Jerram, 0; Carey Collister, 1. H. G. Rogers, 0. R. C. Littleton, 1.

The encounter on the top board was particularly interesting, inasmuch as the two players had met not long since as the finalists in the contest for the championship of Surrey, Golombek winning. The game between them in the above match, a QP opening, ran as follows:—

WHITE			BLACK
			[illegible]
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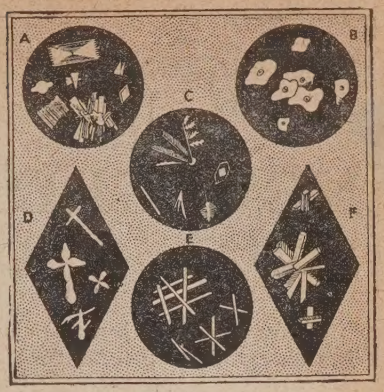

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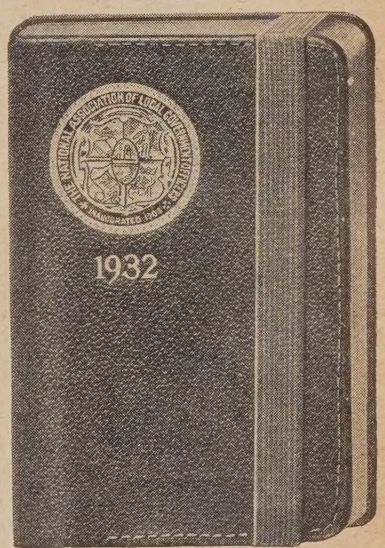

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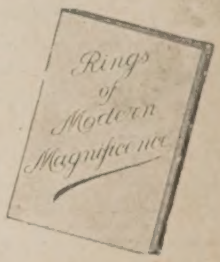

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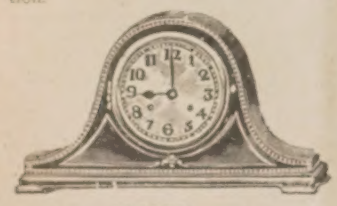

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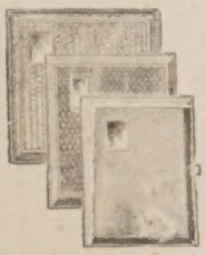

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